



Executive Dialogue Session: The Real ROI (Return on Inclusion)

Inclusion, belonging, and respect – these all have a significant impact on your organization’s bottom line. We can educate and align your leaders around how to focus time and attention to improve the employee experience and increase engagement, productivity, and staff retention.

Session Logistics

Two-Hour, In-Person Session for Executive Leaders

Delivered in person with a lead facilitator and a visual communications consultant, we provide an experience-based leadership session on the importance of leading respectfully.

With a grounding in the fiscal implications of derailing behaviors in the culture, the session will demonstrate the impact on the top line (revenue growth), the bottom line (cost reductions), and the pipeline (recruiting, retention, and talent management).

Two-Hour, In-Person Session for HR & People Leaders

A best-practices workshop discussion and forum for Q&A about leadership direction, goals, and strategy.

Virtual options are available for both sessions.

About the Facilitator Craig B. Clayton, Sr.

- Global DEIB Consulting Practice Leader, Blue Beyond Consulting
- Director, International Institute for Diversity - UH Bauer College of Business (20+ Years)
- Founder, The Equitable Workplace Institute
- Globally recognized thought leader in Diversity & Inclusion
- Developed:
 - Diversity Profit Equation™
 - Diversity Earnings Per Share Model™
- Author: “Being Tolerant Is For Cowards”



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Session Purpose

Provide a new perspective on the value of inclusive skills and behaviors. There is a fiscal impact when people feel valued and respected in the workplace.

When it comes to DEIB, leaders – especially executive leaders – need to be on the same page.

Inclusive solutions are now connected to innovation, creativity, RFP requirements, institutional investors, ESG goals, and marketplace expectations.

This discussion frames the work for the next wave of organizational inclusion solutions.



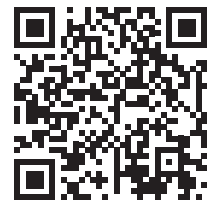
Example Topics

- Linking Workplace Respect to Earnings
- Linking Mindset to Leadership
- Creating Strategic Management Plans
- Where is the Industry Going?
- Linking ESG to Values
- What are Others Doing?

INCLUSION IS THE REAL ROI...

- 84% of executives say the ability to develop and manage teams will be essential for future competitiveness. *E&Y Survey*
- Globalization & growth means cross-functional, multi-ethnic, multi-geographic teams are now the norm.
- Leadership, retention, HR skills, and talent acquisition are the top global trends in perceived urgency. (Each of these are becoming more inclusive.) *Deloitte*
- Inclusive leaders can significantly reduce turnover costs in diverse workgroups. *Cornell University*
- Millennials will make up 75% of the workforce by 2025. *Forbes*
- 65% of organizations state they're uncomfortable with their talent/HR level of cultural agility. *Deloitte*

Wondering if an Executive Dialogue Workshop is right for your organization? **Let's talk.**



Blue Beyond is a management consulting firm that specializes in the people side of business – culture, talent, organizational effectiveness, change management, communications, and diversity, equity, and inclusion. We serve clients throughout North America and globally, including Fortune 500 companies, non-profits, universities, and small- and mid-sized firms. Founded in 2006, Blue Beyond is headquartered in the San Francisco Bay Area with additional team members across the U.S.

Learn more at bluebeyondconsulting.com or call 510-733-5417



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