

Inclusive Dialogue Strategies

Diversity and inclusion are an important growth area for any organization in today's society. It's not enough to hire people of different nationalities, races, genders. Everyone needs to feel like they are welcome and free to express themselves in a safe workplace environment.

Source: Business News Daily

We help organizations enhance their culture of inclusion.

The Cincinnati Chamber has partnered with Leadership Excelleration (LE) for an Inclusive Dialogue Strategies Series. LE has the knowledge and experience to guide organizations, relate effectively, work with clients and colleagues from different cultures and backgrounds.

Why focus on Diversity and Inclusion?

Leaders with diverse backgrounds provide unique perspectives and insights that:

- Strengthen organizations overall.
- Contribute to an environment that fosters innovation.
- Offer creative solutions to issues.
- Increase respect and mutual understanding among all involved.



The brain categorizes people by race in about **50 milliseconds** before determining sex.

Source: Forbes

Companies with high gender diversity are **15%** more likely to outperform.

Source: McKinsey analysis



Racially diverse companies are **35%** more likely to have higher financial returns.

Source: McKinsey analysis

Inclusive Dialogue Strategies

85% of CEOs stated that having diverse and inclusive employees improved their bottom line.

Source: AIHR



Concept: Increase awareness about unconscious bias to prevent judgments and biases from impacting behaviors toward colleagues.

Content: Understand sources of unconscious bias that influence interactions with colleagues.

Application: Identify areas of unconscious bias and learn strategies to demonstrate non-judgmental behaviors.

Durations: Two Hours



Concept: Assess and understand the capability to function effectively, situationally and cross-culturally (National, ethnic, racial, gender, age, sexual orientation, political orientation).

Content: Explore insights about the four developmental phases of Cultural Intelligence and implications at work and in life.

Application: Understand all elements of Cultural Intelligence and apply awareness, knowledge, strategy and socialize action plans to work place.

Durations: Two Hours



Concept: Explore key aspects of Inclusive Dialogue with an assessment of strengths and growth opportunities.

Content: Understand interpersonal communication, respect, non-judgment, appropriate expression and inclusive connection elements of inclusive dialogue.

Application: Assess and apply learning from Inclusive Dialogue Profile and participate in dialogue to promote inclusive behavior.

Durations: Two Hours

We see value and embrace the spectrum of differences that make each individual unique and leverage differences to create and innovate in new ways.