

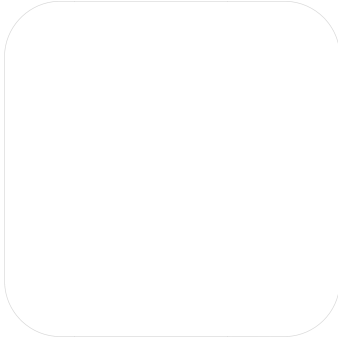


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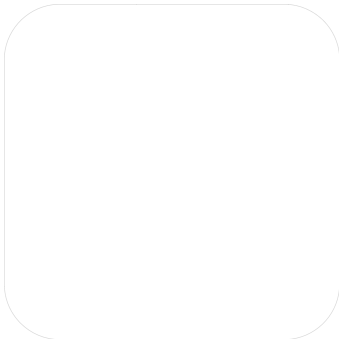
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# Integrating Diversity Effectiveness in Talent Management DIVERSITY AND INCLUSION CONSULTING

e. k. ward and associates

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# E. K. WARD & ASSOCIATES

## DIVERSITY & INCLUSION CONSULTING

E. K. Ward & Associates' (EKW&A) diversity and inclusion consulting provides our clients with years of diversity and organizational experience to assist them in moving their diversity process forward. We begin by understanding your needs and what it is you want to accomplish and then assessing your needs to recommend a specifically designed, customized diversity consulting solution. We partner with our clients. We know we are in this together. That's why we are committed to providing outstanding diversity consulting service and expertise. Regardless of the partnership - a strategic diversity plan, executive diversity workshops, a workplace assessment, or coaching, EKW&A's diversity consulting brings diversity knowledge and innovation to the situation.

### A COMPREHENSIVE APPROACH

Our Diversity Strategies deliver a flexible and comprehensive process for strategically leveraging diversity. Using our proven Diversity Model, we help organizations to evaluate where they are in supporting diversity as a business priority, as well as where they are in increasing opportunities for both workplace and marketplace innovation and effectiveness. We work with organizations often to customize a solution to help them achieve their goals and objectives, regardless of their current stage of diversity awareness and effectiveness.



### SELF-ASSESSMENT

Individuals often misunderstand (or mislabel) behavior in the workplace because of a lack of awareness of their own reactions, biases, personality and other factors that cause us to act the way we do. We offer a range of individual assessment instruments to help employees better understand the strengths of individual styles and preferences and the barriers that keep us from functioning more effectively. These strengths and styles are not bad...just different. The more we know, the better we are at recognizing and understanding (not demonizing) behavior different from our own.

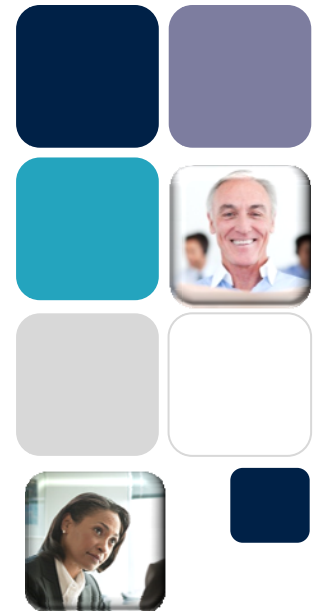
### CORE TRAINING MODULES

#### Diversity – the 21<sup>st</sup> Century Advantage

Appropriate for all staff levels, this interactive workshop leads participants to a solid understanding of diversity and inclusion, helps develop their skills and enhances their ability to be a productive member of an inclusive and diverse environment. It engages and challenges participants through facilitated video modules, open discussions, small group activities and self-assessments. Participants will learn to recognize diversity and inclusion as attributes of a company's intellectual capital, mission and values.

#### Diversity Leadership – 21<sup>st</sup> Century Impact

This workshop provides managers, supervisors and team leaders with a solid understanding of differences and their impact on behaviors and management practices. It engages and challenges participants through brief lecturettes, questionnaires, customized case studies, interactive team skill-building exercises and role-play. Management will learn to recognize diversity and inclusion as a bottom-line item, aligned with profitability, corporate goals and values. They will understand their responsibility for high performance in the diversity area and will develop skills to enhance inclusion, productivity and development of all staff.



Our diversity and inclusion training programs include:

- Diversity—21<sup>st</sup> Century Advantage
- Diversity Leadership—21<sup>st</sup> Century Impact
- Resolving Conflict in a Diverse Work Environment
- Navigating the Multi-generational Workplace
- Building Intercultural Skills

*Information on these and other programs are available upon request.*

*Training customized to your needs is also available and delivered as a full-day or half-day program, or in hourly increments.*



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