

Speech Topics

- **Finding Your Inclusion Dividend: Crafting a Personal Business Case**

Ask most any leader in an organization what is the business case for investing in diversity and inclusion and you will often receive very murky high level answers. This interactive discussion breaks through the clouds and helps leaders develop a business case that is not only aligned with the organization, but is also personal to their situation and teams.

- **Four Core Leadership Competencies for Inclusion**

Inclusive leadership is a skill that is developed and practiced like any other leadership practice. This talk focuses on four competencies that are required for any leader to move their culture forward.

- **Mitigating Unconscious Bias in the Workplace: Moving From Awareness to Action**

Nobody wakes up thinking about how exclusive they can be that day. Leaders have good intent and want to have inclusive productive teams. It is good for them, their team and the organization. So if the intent is there, why are we not seeing matching good results? The answer can be found in something that all humans need to manage to be better leaders; unconscious bias. This is a very down-to-earth talk that speaks to moving beyond awareness of the subject and into very practical actions.

- **Achieving a Healthy and Inclusive Work-Life Balance Culture**

Since the Great Recession, organizations having been trying to do a lot more with a lot less. Employees are stretched thin leading to decreased productivity, innovation, and overall well-being. In addition, this poor balance of work and personal life has a measurable negative impact on diversity and inclusion efforts. This talk provides a practical path for leaders that do not have the flexibility to hire more staff or reduce hours, but want to create a healthier culture for themselves and their teams.