

## Speech Topics

- **LGBT Inclusion**

Is your company in the beginning stages of introducing LGBT inclusion? Are you looking for an effective workshop to move beyond awareness? Are you finding it difficult to create an engaging and constructive conversation? Mark is a global leader in LGBT workplace issues. He has helped companies create inclusive environments where everyone is valued. LGBT is an area of expertise with over 20 years of noted global success. Mark has been included in Forbes India cover story of LGBT inclusion in the workplace as well as led several inter-bank forums in Europe and Asia on the topic.

- **Global Management: Leading Across Boundaries**

Today's global workplace demands leaders who can manage across boundaries and all dimensions of differences. Managing multi-national remote teams, securing global clients and multi-sourcing with international suppliers requires advanced inclusive skill sets. Our Global Management Leading Across Boundaries talk is targeted for global corporations seeking to bring their leadership talent to the next level. The talk is developed for senior leaders and high potentials geared for a global management track.

- **Unconscious Bias**

A big challenge for leaders in today's increasingly complex, diverse, and global workplace is developing a personal awareness of how their unconscious bias impacts the daily inclusive decision making process. Leaders make better decisions (e.g. policies, promotions, selection, team development) when they have a heightened level of personal awareness. In this client customized topic, emphasis can be given to the overall impact of mitigating unconscious bias in daily decision making or more narrowly to the talent acquisition and/or performance management process. Mark will speak to the different types of bias and how they reside in the different levels of systems from individual to group to systemic to marketplace. The talk can be paired with realistic experiential activities to increase the overall audience participation.

- **The Inclusion Dividend**

Like any corporate investment, there is an expectation of a return. Historically, the business world has not applied this metric to diversity and inclusion investments. In the over 20 years Mark has been working with F1000 clients, he has seen firsthand the financial impact of a well-grounded D&I strategy. On this topic, Mark speaks directly to internal challenges and rewards as well as the external results of a more inclusive culture.