



C-Suite

DIVERSITY DYNAMICS

CERTIFICATION PROGRAM with Dr. Anita

Integrating Contact Theory, by bringing people together, Gestalt Theory, which requires getting comfortable with discomfort, and Nudge Theory, which encourages 1% improvement through daily reflection, this experiential learning process also promotes KornFerry Leadership Competencies.

Throughout the Certification Program experience, participants will

- Reinforce their commitment to the 12-month program as a learning organization
- Deepen their trust as a cohort of co-learners who happen to hold executive positions
- Cultivate a perspective that fosters the ability to accelerate awareness and change culture

DEFINING A CERTIFICATION PROGRAM

The 12-month certification program educates, trains, and prepares leaders to recognize and reinforce the correlation between employee experiences, employee engagement, workforce sustainability, and the bottom line. Key knowledge areas include psychological safety and change management.

WHAT IT IS

- ✓ A psychologically safe space to get comfortable with discomfort and “keep it real”
- ✓ A blend of education, peer accountability, and 1:1 Acceleration Coaching
- ✓ A learning lab to collaborate, set goals, and cultivate Belonging

WHAT IT'S NOT

- ✗ Not an ongoing group therapy session
- ✗ Not a process of “tearing people down to build them back up”
- ✗ Not a means of blaming and shaming disguised as leadership development

By assessing Organizational Readiness within the C-suite, reinforcing Foundations of Trust among C-suite leaders, and experiencing a Diversity, Inclusion & Belonging Mastermind, together we'll create a Strategic Inclusion Plan that integrates your corporate values.

Typical 12-month Diversity Dynamics Certification Program Structure

- **3-month C-Suite Organizational Readiness (30 hours):** Invites participation in establishing a collective baseline perspective around team motivation level, learning organization profile, and general team effectiveness
- **3-month Foundations of Trust (30 hours):** Investigates perceptions by exploring levels of trust concerning open conversations, attitude toward risk and failure, willingness to help, and diversity
- **6-month Diversity, Inclusion & Belonging (60 hours):** Integrates perspectives while examining Diversity, Inclusion & Belonging (DIB) attitudes, beliefs, and commitment to shape a tone at the top that can be modeled consistently in all organizational interactions
- **Certification Paths:** The 3-month Foundations of Trust and 6-month Diversity, Inclusion & Belonging Mastermind Experiences both require the successful completion of the Capstone Project. There is an opportunity to earn a Diversity, Inclusion & Belonging (DIB) Lead Facilitator designation (30 hours) at the end of the 12-month program.

Participants learn how to

- Assess and address specific focus areas with C-suite teams as the knowledge of each component builds upon previous lessons learned
- Value experiential learning that gleans insights from assessments, cohort sessions, and pairs assignments
- Develop AIM (Acceptable | Ideal | Middle) goals and a Strategic Inclusion Plan to foster a culture that demonstrates inclusive leadership

PRAISE FOR DR. ANITA

"We spoke to several consulting firms during our vetting process. It became apparent very quickly that **Dr. Anita was best equipped to partner with us for several reasons:**

Dr. Anita is well-versed in KornFerry competencies, which we use to develop our core performance behaviors and learning programs that increase our leadership effectiveness.

Dr. Anita is certified in psychological safety concepts and applications that help leaders provide the environment that allows team members to show up as their authentic selves.

Dr. Anita is an excellent facilitator. She knows when to let the conversation flow, and she knows when to pull the group back when it veers off track while giving everyone the space to be heard."

– **RORI BARON**, SVP of Human Capital, Rehrig Pacific Company