



## Diversity, Inclusion & Belonging (DIB) Collective Wisdom Forums with Dr. Anita

Collective Wisdom Forums are designed to create the space for Middle Managers and their teams to explore organizational dynamics, which stimulate change management and rely on **change-the-culture behaviors**.

### Throughout the Collective Wisdom Forum, participants will

- Invite participation, investigate perceptions, and integrate perspectives
- Become comfortable with initial discomfort, build community, and inspire commitment
- Find direction in a valuable, interactive setting as a precursor to Change Management initiatives specific to diversity efforts.

#### DEFINING A COLLECTIVE WISDOM FORUM

A quarterly, 10-hour, research-based group experience that actively demonstrates the correlation between joint dialogue and the co-creation of a desired culture

#### WHAT IT IS

- ✓ A serious investment in organizational health and well-being
- ✓ A quarterly engagement for multiple teams within a business unit
- ✓ A process to navigate the initial phases of change management related to Diversity, Inclusion & Belonging

#### WHAT IT'S NOT

- ✗ Not a setting for shaming and blaming
- ✗ Not a place for calling people out
- ✗ Not a time for embarrassing people for not knowing what they don't know

The goals of a Collective Wisdom Forum are to get people together, get people talking, and get people teaming up and co-creating the kind of workplace where everyone belongs.

## Typical 12-Month Collective Wisdom Forum Structure

- **Quarter 1: Organizational Readiness**  
One 4-hour on-site session and three 90-minute virtual sessions
- **Quarter 2: Reframing Roundtable**  
One 4-hour on-site session and three 90-minute virtual sessions
- **Quarter 3: Visioning Roundtable**  
One 4-hour on-site session and three 90-minute virtual sessions
- **Quarter 4: Strategy Roundtable**  
One 4-hour on-site session and three 90-minute virtual sessions

## Participants learn how to

- **Change their frame** about a situation during an initial phase of change management
- **Change their focus** to what matters most
- **Change their future** by choosing a collective way forward to redefine and proceed along a new organizational pathway together

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### PRAISE FOR DR. ANITA

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“Dr. Anita demonstrates that by inviting everyone to the table to share openly and honestly, **we can peel away our individual and collective biases and affect changes together.**”

– **RACHEL E. RAMIREZ**, CEO/President, Performance Excellence Partners, LLC

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