



# Diversity is a Candid Conversation

*Julie Kratz meets your team where you are at*

## Step One: Assessment

*Knowing where to start the diversity and inclusion conversation can be overwhelming.*

The Next Pivot Point 20-question proprietary [Inclusion Engagement Assessment](#) pinpoints the strengths and opportunities at your organization. Based on the assessment data, we prioritize and build the action plans together.

### How strongly do you agree with these statements?

1. *We have a consistent definition for diversity and inclusion at our organization.*
2. *I have seen our senior leadership team openly discuss the importance of diversity and inclusion.*
3. *It is safe to have candid conversations at our organization about diversity and inclusion.*

## Step Two: Your Roadmap

*One size fits all diversity and inclusion learning programs are not effective.* The Next Pivot Point proprietary [Lead Like an Ally Checklist](#) helps teams focus on the most important inclusive leadership skills. The checklist includes the top 12 attributes of inclusive leadership. Based on the input from the team, we tailor the learning roadmap to your unique needs.

Self-Awareness [↗](#)

Self-Management [↗](#)

Comfort with Discomfort [↗](#)

Know Your Ally Role [↗](#)

Space for Others [↗](#)

Your Diversity Story [↗](#)

Leadership Style [↗](#)

Unconscious Bias [↗](#)

Gender [↗](#)

Race [↗](#)

LGBTQ+ [↗](#)

Sustainable Systems [↗](#)

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## Step Three: Learning Programs

Select the package with the number of programs that best fits your budget.

### VIRTUAL PROGRAM DETAILS

All programs include a Live 2-hour facilitation with interactive poll, chat, and audio/video sharing on client's platform or Next Pivot Point's Zoom platform, plus, the following components:



Program recording for unlimited internal usage following the program



Robust 5-page workbooks to support learning & retention



Promotional video and workshop description to market the program



Kickoff and debrief calls to cover logistics and feedback



Project management and proactive communication

**3 Virtual Programs**

**\$7,500**

**6 Virtual Programs**

**\$12,500**

**12 Virtual Programs**

**\$20,000**

*Additional customization beyond standard content or LMS administration time is \$250/hour.*

*\*Includes all topics on the Lead Like an Ally Checklist*

## Interested in learning more?

Schedule time with Julie to walk you through the process and decide what works best for you and your team.

**SCHEDULE A DEMO**



# Lead Like an Ally Checklist

## 1. Self Awareness

- 1.1 - Know Your Ally Why
- 1.2 - Set Your Ally Vision
- 1.3 - Personal SWOT Analysis
- 1.4 - Activate Your Allyship Plan

## 2. Self-Management

- 2.1 - Practice Empathy
- 2.2 - Strengthen Emotional Intelligence
- 2.3 - Be Vulnerable
- 2.4 - Seek to Understand

## 3. Comfort with Discomfort

- 3.1 - Challenge with Care
- 3.2 - Conduct Candid Conversations - the "3Ds"
- 3.3 - Give and Take Feedback - SBI Model
- 3.4 - Unpack Privilege

## 4. Know Your Ally Role

- 4.1 - Identify the Ally Continuum
- 4.2 - Be a Mentor
- 4.3 - Step up as a Sponsor
- 4.4 - Coach to Success
- 4.5 - Advocate for Others

## 5. Space for Others

- 5.1 - Stay Open to Input
- 5.2 - Be Curious
- 5.3 - Have Inclusive Meetings
- 5.4 - Practice Perspective Taking
- 5.5 - Help Other be Seen and Heard

## 6. Your Diversity Story

- 6.1 - Think of a Time When You Were Different
- 6.2 - Understand Covering
- 6.3 - Write Out the Story
- 6.4 - Share the Story

## 7. Leadership Style

- 7.1 - Know When to Ask vs to Tell
- 7.2 - Delegate
- 7.3 - Know the GROW Model
- 7.4 - Giving to Give
- 7.5 - Identify Strengths in Others
- 7.6 - Bolster the Confidence of Others

## 8. Unconscious Bias

- 8.1 - Check Unconscious Bias
- 8.2 - Call Out Microaggressions
- 8.3 - Know the Science of Bias
- 8.4 - Limit "Othering" People

## 9. Gender

- 9.1 - Stop Benevolent Sexism
- 9.2 - Know Gender Bias
- 9.3 - Model Inclusive Caregiving Leave
- 9.4 - Be Clear about Sexual Harassment Policies

## 10. Race

- 10.1 - Own Your Role in the System
- 10.2 - Address Not Seeing Color
- 10.3 - Focus on Cultural Diversity
- 10.4 - Using the Term, "People of Color"

## 11. LGBTQ+

- 11.1 - Defining LGBTQ+
- 11.2 - Facilitate Being Out at Work
- 11.3 - Learn about the Gender Spectrum
- 11.4 - Allyship is in the Eye of the Beholder

## 12. Sustainable Systems

- 12.1 - Ensure Interview Slates are Diverse
- 12.2 - Measure Progress on Equality
- 12.3 - Broaden Diversity to More than Race and Gender
- 12.4 - Set Expectations for Leaders to Care