

JEDI Pro - 12 Week Leadership and Culture Learning Program

Objective: Equip HR professionals and organizational leaders with the skills and strategies to transform existing DEI (Diversity, Equity, and Inclusion) practices into innovative and sustainable D&I (Diversity and Inclusion) culture practices and policies using the JEDI framework.

Week 1-2: Strategic Planning and Foundations

Week 1: Strategic Planning and Program Kickoff

- **Session 1:** Introduction to the JEDI Framework
 - Overview of JEDI Framework
 - Understanding the importance of transcending traditional DEI to embrace a holistic D&I culture.
- **Session 2:** Aligning JEDI with Organizational Goals
 - Integrate JEDI with company goals.
 - Begin development of strategic planning.

Week 2: Understanding Organizational Culture

- **Session 1:** Defining and Assessing Organizational Culture
 - Explore the elements that define organizational culture, including digital capabilities.
 - Assess current culture and identify areas for improvement.
- **Session 2:** Building a Culture of Psychological Safety
 - Importance of psychological safety in fostering an inclusive workplace.
 - Strategies to create and maintain psychological safety.

Week 3-4: Bias and Unconscious Bias

Week 3: Identifying and Addressing Bias

- **Session 1:** Understanding Implicit and Explicit Bias
 - Differentiate between implicit and explicit biases and their impacts.
- **Session 2:** Strategies for Mitigating Bias
 - Techniques to reduce biases in recruitment, retention, and performance evaluations.
- **Activity:** Case Studies and Role-Playing
 - Practice identifying and addressing biases through real-world scenarios.

Week 4: Raceless Anti-Racism

- **Session 1:** Concept of Raceless Anti-Racism
 - Examine race, the theory of racelessness and its role in anti-racism.
- **Session 2:** Implementing Raceless Anti-Racism Practices
 - Practical strategies to promote diversity beyond racial categorizations.
- **Activity:** Group Discussions and Workshops
 - Engage in discussions and workshops to develop raceless anti-racism strategies.

Week 5-6: Inclusive Recruitment and Hiring

Week 5: Creating Inclusive Job Descriptions

- **Session 1:** Best Practices for Writing Inclusive Job Descriptions
 - Techniques to attract diverse candidates through inclusive language.

- **Session 2:** Equitable Hiring Processes
 - Implementing fair interview and selection processes.
- **Activity:** Review and Revise Job Descriptions
 - Practical exercise in rewriting job descriptions to ensure inclusive language.

Week 6: Equitable Talent Acquisition

- **Session 1:** Strategies for Inclusive Talent Acquisition
 - Innovative approaches to reach and engage diverse talent pools.
- **Session 2:** Overcoming Barriers to Inclusion
 - Addressing and overcoming common barriers in the recruitment process.
- **Activity:** Simulation Exercises
 - Practice conducting bias-free interviews and talent assessments.

Week 7-8: Retention and Development

Week 7: Building an Inclusive Workplace Culture

- **Session 1:** Strategies for Fostering a Culture of Belonging
 - Creating an environment where all employees feel valued and included.
- **Session 2:** Career Development and Advancement
 - Ensuring equitable access to professional growth opportunities.
- **Activity:** Developing a Retention Plan
 - Create a comprehensive plan to retain and develop diverse talent.

Week 8: Leadership and Management Training

- **Session 1:** Leadership Skills for an engaged and trusting Culture
 - Developing leadership skills in the four stages of psychological safety.
- **Session 2:** Managing Diverse Teams
 - Best practices for managing and leading diverse teams effectively.
- **Activity:** Leadership Workshops
 - Interactive workshops to practice inclusive leadership techniques.

Week 9-10: Performance Management and Evaluation

Week 9: Fair Performance Evaluations

- **Session 1:** Techniques for Unbiased Performance Reviews
 - Strategies to ensure fair and objective performance evaluations.
- **Session 2:** Addressing Disparities in Evaluations
 - Identifying and correcting biases in performance assessments.
- **Activity:** Simulation of Performance Review Process
 - Role-playing exercise to practice fair evaluation methods.

Week 10: Integrating JEDI in Performance Metrics

- **Session 1:** Developing JEDI-Aligned Performance Metrics
 - Creating performance metrics that reflect JEDI principles.
- **Session 2:** Continuous Improvement and Feedback
 - Establishing a culture of continuous improvement through feedback.
- **Activity:** Metrics Development Workshop
 - Collaborative workshop to develop and refine performance metrics.

Week 11-12: Implementation and Continuous Improvement

Week 11: Legal Compliance and Best Practices

- **Session 1:** Understanding Legal Requirements
 - Overview of legal standards and regulations related to D&I practices and policies. .
- **Session 2:** Implementing Compliance Best Practices
 - Ensuring HR policies and practices meet legal requirements.
- **Activity:** Policy Review and Update
 - Review and update current HR policies for compliance.

Week 12: Developing an Action Plan

- **Session 1:** Creating a Comprehensive JEDI Action Plan
 - Steps to implement JEDI strategies across the organization.
- **Session 2:** Monitoring and Measuring Success
 - Establishing metrics and processes for ongoing evaluation of JEDI efforts.
- **Activity:** Final Presentation and Feedback
 - Present your JEDI action plan and receive feedback from peers and experts.

Summary

The 12-Week Leadership and Culture Learning Program is designed to transform existing DEI practices into innovative D&I culture practices and policies. By focusing on strategic planning, innovative learning design, effective facilitation, and continuous evaluation, this program supports the development of a pipeline of skilled, forward-thinking leaders ready to meet the challenges of the future.

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Transform Your Leadership. Embrace Diversity. Drive Innovation.

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