

*Diversity Is More than a Buzzword.
It's How WE Do Business.*

– Dr. Velma Trayham



THINKZILLA CONSULTING GROUP, DEI SERVICES

Training services can be provided through an hourly, full, or half day format.

TOPICS INCLUDE



Diversity in Context



Supplier Diversity 101



Inclusive Leadership



**Recognizing and Overcoming Subtle Bias
(Includes Microaggression training)**



Cross-Cultural Communication



Cultural Intelligence



Recruiting for Diversity



Retaining Diverse Talent



Exclusion in the Workplace



Developing DEIA Competency



**Inclusive Organizational
Development (IOD)**



Creating Inclusive Culture



Facilitating Difficult Conversations

NOTE: Some of the topics can be combined for a full or half day training session. Some can also be provided as standalone training for either 1-2 hours or a half-day session. Some topics cannot be offered through only 1 hour of training unless the training is ongoing (e.g. the organization has contracted monthly training).

AUDITING

Through a DEIA Audit, Thinkzilla Consulting Group reviews all aspects of the organization directly linked to DEIA outcomes, including programs, plans, and policies to manage recruitment and retention of employees. Auditing also includes the development and distribution of a DEIA-oriented employee survey, as well as data analysis and presentation of survey results. The survey is designed to capture both formal and informal organizational systems that contribute to or hinder inclusive organizational development, including information networks, decision-making channels, and organizational culture.

The DEIA Audit may also include one or two focus group sessions if requested by the client.

Note: The price above assumes that Thinkzilla Consulting Group is carrying out all responsibilities associated with the DEIA Audit.

FULL INCLUSIVE ORGANIZATIONAL DEVELOPMENT PROCESS

The Inclusive Organizational Development (IOD) process empowers organizations to build inclusive workplaces where all employees can contribute to organizational success. Undergoing the IOD process with Thinkzilla Consulting Group, has a number of benefits, including:

- 1 A systematic method to determine the degree of DEIA throughout the organization
- 2 A holistic approach to identifying strategies that work for each organization's unique background, history, context, and operating environment
- 3 Data-driven interventions for improving DEIA outcomes based on research, best practices, and organizational goals
- 4 A long-term method of measuring and self-monitoring DEIA progress
- 5 A structured plan for ongoing DEIA development

THE FULL IOD PROCESS INCLUDES 4 PHASES:

Phase 1: Preparation

Phase 2: DEIA Audit

Phase 3: DEIA Planning

Phase 4: Implementation

The phase structure is provided as a guide. Each organization is unique and will have different needs and challenges.

The final selection of IOD phases for an organization will be determined in consultation with the organization.

GET IN TOUCH



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