



... Inclusive Talent Management

Address Bias to
Eliminate Disadvantages
in Your Organization

Proactively create a culture of diversity, equity, and inclusion in **your organization**.

Having a diverse team that exists in an inclusive environment takes conscious effort. As leaders work to uncover and address bias and microaggressions while building a culture of inclusion and belonging, their effort must shift from being reactive to proactive. Bias can exist within systems or policies and place certain groups at a disadvantage across the organization. When we think about an employee's journey from recruiting to hiring to promotion, bias creates barriers to entry and success and leaders must work to eliminate them.

... The Experience

Our Inclusive Talent Management program helps leaders sustain DE&I progress by identifying gaps across recruiting, interviewing, hiring, onboarding, development, succession planning, and promotion. Participants evaluate the current state of each area and then take that assessment even deeper by applying additional concepts of how bias and lack of inclusion can show up across talent management practices. Beyond evaluation, participants are given the opportunity to partner with their peer leaders to determine immediate and future needs regarding talent management process improvements and necessary solutions to continue implementation on a long-term basis.



Program Objectives:

- Understand the concept of an inclusive mindset.
- Discover the ways in which bias appears throughout the talent management process.
- Discuss concept of motivational fit.
- Evaluate barriers to entry across the organization.
- Identify current talent management gaps and create a plan to address them.

Prework:

Participants complete a talent management assessment to help them take stock of their current landscape across all areas of talent management. They apply their findings to collaborative learning moments to uncover causes and solutions to provide thoughtful action planning efforts for improvement and change.

Duration | This course is available in a 3-hour virtual agenda.

Target Audience | Frontline leaders through senior leaders.

Class Size | This course is designed for up to 20 participants.

• • • Give your leaders the opportunity to **eliminate bias** from the talent management process and create an **inclusive organization**.

For more information about **Inclusive Talent Management**, please visit www.gpstrategies.com.



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