

Diversity and Inclusion Leadership Cohort

Cohort meetings over three sessions – Participants must make all dates

- priority registration for SEPMS (Special Emphasis Program Managers and EEO staff). However, we encourage all who are interested to register. If we have more people than we can accommodate, we will host a second cohort.



Cohort Sessions

April 12

April 26

May 10

Registration

Craig Summers

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\$400/person

Some possess the ability to navigate and perform within their organization agilely. These individuals view the immediate and global, understand multiple perspectives, listen attentively, integrate ideas, prioritize cooperation, and execute effectively, ultimately creating environments conducive to high productivity and morale. Others, while effectually completing assignments, may feel less equipped to generate the latter.

These parties may find themselves "siloe" (working almost exclusively within their immediate sphere) and consequently struggle to understand the "bigger" or a different picture. They may have challenges collaborating effectively with coworkers whose opinions, focus, and function differ from their own. Ultimately, there is the potential of both the individual and their team that goes unrealized. The Diversity and Inclusion Leadership Cohort seeks to convene individuals who have diverse functions and backgrounds, dialogue, overcome perceptual and actual barriers, problem-solve, collaborate, advance productivity, and augment morale. The program progresses over three sessions from organization structures to organization transparency and communication, inclusive decision-making, and critical relationship building.

The objective is to arrive at a methodological and consensus-building approach towards positive and purposeful collaboration. During the sessions, the cohort will gain 1) an understanding of the unique roles, functions, and working styles of fellow members, 2) awareness of how members fit within their organization, and 3) the ability to encourage a collaborative atmosphere in their agencies.

Program Objectives

- Participants engage in exercises, seminars, and panel discussions designed to develop individual and group efficacy, promote cohesion and diversity sensitivity, broaden awareness and understanding of issues, and hone project planning capability.
- Practice effective group process techniques for consensus building, conflict preemption and resolution, authentic/"real" dialogue, synergy and bonding.
- Develop network building, social and political capital skills, and leveraging resources.
- Participants practice skills, including running meetings, analyzing institutions and organizations, and working in a culturally inclusive manner.
- Group efforts are structured to allow participants to apply leadership tools and complete planned initiatives concurrently.

Competencies Gained

- Collaboration with individuals from varying backgrounds;
- Macro-micro organizational understanding;
- Developing contacts/partnerships;
- Authentic communication;
- Efficient decision-making;
- Negotiating/reaching consensus;
- Timely project management;
- Understanding organizational structures, functions, and issues; and,
- Generating buy-in.

Trainer

Craig Summers is a trainer, organizing lead, and former director of Coro Leadership Institute. Highlights include establishing five Los Angeles neighborhood advisory councils, generating political and community support to build a health education facility, and founding a multicultural center at his alma mater. Among cherished honors are memberships on the inaugural Boards of a now thriving urban charter academy and an umbrella agency supporting multiple service providers. He introduced development blueprints that accelerated promotions and implemented division-wide replicated management models and scripting that produced outcomes exceeding goals in management. Craig has worked in advertising, leadership development, community campaigning, retail management, and consulting is a grateful recipient of various performance and service awards.



Training Feedback

This program is adapted from a flagship Coro community program evaluated by the University of Southern California School of Policy, Planning and Development for over two years. Below are excerpts from that evaluation.

"We judge the training to have been largely successful in attaining its specified goals... Specifically, we find that community members develop specific skills in the following areas: ■ Initiate relationships with City officials and learn how to work effectively with City Hall; ■ Achieve consensus and determine a decision-making process; ■ Map assets and engage community stakeholders; ■ Communicate and advocate a vision for the community; and ■ Develop critical thinking skills and political intelligence."

"Community impacts included: • Assisted neighborhood council organizers to work effectively within the City's decision-making system and built critical ties between the City and neighborhood leaders. • Catalyzed action in several "slow-to-organize" neighborhoods and brought critical resources into communities where organizing efforts were languishing due to limited resources or lack of coordinated organizing efforts. • The trainings attracted an increasingly diverse group of participants to the trainings and thereby into the emerging neighborhood councils." Over the course of the time, the program showed remarkable flexibility, adapting to the different needs each community presented. Evolution of the program has produced a strong, experientially-based training program that integrates leadership training and organizational development. We believe that Coro has the potential to be a nationally regarded innovator in this area."

Registration, Class Information, and Payment

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\$400/person

Logistics

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