

# DEI Training

## CEU Form

### Program Title

DEI Training

### Program Description

Welcome to the DEI Inclusive Leadership Training powered by GiANT!

Inclusive leaders are leaders worth following. As leaders, this is the path we need to walk first before we can build leaders worth following. It means we need to have a vision for liberation - an inclusive culture that allows for every voice, gender, race, age, and background to feel psychologically safe and valued for their unique contribution. Research shows that leaders who display these inclusive leadership tendencies cultivate a workgroup climate that amplifies high team performance, impacting their communication, relationship, alignment, execution, and capacity. Google's data, pulled from Project Aristotle, showcase management leadership to embody metrics like this to help build high-performing teams and organizations. The CURE Mindset tool helps build some guardrails into your DEI conversations, celebrate the right things, and keep leaders more accountable to the inclusive leadership journey.

### Program Learning Objectives

1. Gain an inclusive leadership toolkit and scalable inclusive coaching framework
2. Guided DEI conversations and tools that create bridges to various perspectives and at the pace the organization is ready for
3. Develop how to build influence through DEI culture frameworks
4. Engage your unconscious bias objectively and create psychological safety to invite others to show up and feel that they belong."

### Session Duration

8 hours

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### Session Instructors

- Suzi Lantz
- Abraham Gin
- Tracy Rader
- Chandra Jarrett
- Landon Lynch
- James Talbert
- Joanne Giang
- Jeffrey Broadnax
- Gabriel Achayo
- Al Abdullah
- Maria Guy
- Hunter Hodge

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## Course Outline

### ONBOARDING

- DEI Inclusive Leadership Training Orientation
- Welcome to Altitude Training Video
- BECOME. Build. Lead. Framework Video
- Basecamp Exercise using the 70/30 tool Video

### 100X FOUNDATIONAL TOOLS: BECOMING AN INCLUSIVE LEADER WORTH FOLLOWING

- 1 Your Peace Index & Leadership Baseline
- 2 Calibrating Support/Challenge – You to Your Family & Team
- 3 Support/Challenge Matrix – You to Yourself
- 4 5 Circles Intentional vs. Accidental
- 5 Know Yourself to Lead Yourself
- 6 Who Says You Can't? – Inhibition vs. Prohibition
- 7 CORE Process Tool (Learning to Become More Self-Aware)

### 5 VOICES TOOLS: CREATING A SPACE FOR ALL VOICES TO BELONG

- 8 5VS: DYLV (Wksp 1): Voice Order
- 9 5VS: DYLV (Wksp 1): Leadership Insights
- 10 5VS: POV (Wksp 2): Weapon Systems
- 11 5VS: POV (Wksp 2): Triggers
- 12 5VS: AOC (Wksp 3): ROE
- 13 5VS: AOC (Wksp 3): Liberation Statements
- 14 Core Process – Game Plan for the 5 Voices in Life/Team
- 15 The Core