

Margaret Spence

**DIVERSITY
INCLUSION
EQUALITY
EQUITY
CULTURE
BELONGING**

Helping Organizations Foster,
Empower, and Create Safe Spaces
for Inclusion to Thrive.



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OUR SERVICES

**TRAINING FOR
TEAM LEADERS &
DE&I COMMITTEES**

**DIVERSITY
LEADERSHIP
COACHING**

**CONSULTING,
FACILITATION, &
PROGRAM DESIGN**

WE WORK WITH ORGANIZATIONS TO DEFINE YOUR INCLUSION INITIATIVES, BUILD SUSTAINABLE PROGRAMS, AND MEASURE RESULTS.

MOST POPULAR TRAINING PROGRAMS

Margaret brings the art of visionary storytelling to every presentation, candidly interweaving her personal leadership journey to empower and foster transformation.

She ignites audiences to move beyond the narrative they've embraced, to question their assumptions, and to create a new vision for their lives and careers.

Margaret works with leaders and organizations to challenge limiting assumptions, question barriers, remove unconscious bias, and find the power to create inclusive work environments for all stakeholders.

- Top 20 Speaker at SHRM Annual Conference 12 Consecutive Years.
- Top 5 Speaker at SHRM Diversity Conference for Five Consecutive Years.
- Author of Three Books Focused on Disability Accommodation and Women Leadership Development



Defining

DIVERSITY

- How should organizations build robust programs through the lens of equality?
- What are the key questions to foster inclusive voices?
- How do you guide all stakeholders towards equity?
- What should we dismantle to create diversity, inclusion, and equality all while focusing on equity?

60 - 90 Minute Program for HR & Talent Leaders, Executives, C-Level, Non-Profits, & DEI Professionals

RETHINK EVERYTHING, DISMANTLE THE SILOS, AND MOVE TO EQUITY

We must rethink Diversity, Inclusion, Equality, by focusing on Equity. In this instance, the definition of equity is the degree of investment in diverse employees to achieve parity. After being invited to the table, will diverse groups benefit from the negotiated deals? Organizations can build robust mission statements around diversity; you can issue public-facing statements on inclusion; you can even champion equality, and never move to creating equity for diverse employees or female stakeholders. This session will focus on reconnecting your mission and vision with your D & I professional role. We will challenge, inspire, and motivate you to think like a pioneer and rediscover the power you hold as a champion for inclusive voices within your organization. We will utilize a ten-step approach to evaluate diversity and inclusion along with seven different hypotheses - gender, age, race, level of expertise, tenure, power, and competitive advantage. We will reshuffle the deck and show you how to build a bigger tent of champions to move all stakeholders towards equity.

Building

INCLUSION

- What must we do to lead the change towards inclusion for women and marginalized stakeholders?
- What are the transformative shifts towards equity as a business imperative?
- What should HR do to champion inclusion and lay the foundation for equality?
- What powerful diversity vision does your organization want to permeate from senior leaders to front-line employees?

60 - 90 Minute Program for Front-line Employees, Diversity Initiatives, HR Professionals, & Managers

WE LEAD THE CHANGE WE WANT TO SEE

At first glance you might be asking yourself, can I be a diversity and inclusion change agent for myself and the teams I lead? The answer is quite simple, we must all lead the change we want to see. It's not enough to say we want change, we must be willing to take charge of change itself. The keen fact about change it requires resilience, clarity, and courage - but more than anything else it demands authenticity. The opportunity for leaders to create transformative shift in how we view inclusion and equity is imperative for business success. As leaders, we all face internal and external challenges that often shake the foundation of our leadership vision - today is no different, your employees are depending on you to champion inclusion as a core business imperative. Organizations lay the foundation for diversity and inclusion, senior leaders set the tone and signal to everyone across the organization that equity is imperative. Managers must then carry the culture forward and execute the vision of creating belonging for all employees and stakeholders. This program is a powerful view of how organizations, managers, teams, and individuals can champion inclusion, equity, and equality to foster diversity.

Creating

BELONGING

- **What can organizations do to foster high levels of belonging for all of their employees?**
- **What are the foundations of belonging and how do you connect it to value?**
- **How do you create an environment that allows employees to feel seen and supported?**

60 - 90 Minute Program for HR, Talent Managers, Recruiters, Front-line Employees, C-Level Executives, Board of Directors, Non-Profits, & Fostering Diversity Initiatives

HOW TO BUILD BELONGING FOR EVERYONE

The future of inclusion begins with creating belonging, this program evaluates the five elements of belonging and helps organizations move from inclusion as a business case to belonging as a transformational mission. Understanding and applying the principles of belonging is not only a way to shape diversity initiative but a key driver of equity and equality. Belonging is a fundamental human desire, everyone wants to feel that are seen and heard. Everyone wants to feel that they are connected to something or someone. So how do we allow employees the feel that they belong? What we know commonality does not create belonging. Employees want to feel that they belong, that they can show up authentically, that you care about them at a personal level. How do you create belonging when you can't define what belonging means? What are the key components of belonging and is this a new fad? How do you evaluate your organizational goals through the lens of belonging? By the end of this program, you will learn how to level the playing field and foster belonging for all employees while evaluating belonging along the full talent continuum.

Fostering

ALLY SHIP

- What can organizations do to foster diversity and inclusion beyond writing a mission statement?
- What happens when managers and employees both resist the move towards equity for minority employees?
- What can employers do to foster and engage all stakeholders as an ally for diversity and inclusion?

**60 - 90 Minute or Full Facilitation
Multipart Workshop for All
Employees, Organizational Leaders,
Non-profits, Executives, Board of
Directors, ERG or DEI Groups**

THE POWER OF ALLY SHIP: HOW TO FOSTER AND ENGAGE ALL STAKEHOLDERS INCLUDING DETRACTORS IN DEI

The reality, as diversity and inclusion becomes a stronger mission every organization will struggle to get everyone onboard. How can organizations move the resistance needle and build ally ship in the quest to have a more inclusive workplace? What our experience tells us, within every organization there are five DEI camps - those who want to maintain the status quo, those who are detractors, those who are persuadable, some who occupy the true believer role, and many who will partner to build a strong equitable workforce. Each group has a place in the ability to foster and engage in the hard work necessary to create an equitable workplace. This program will help organization blend all camps by fostering ally ship. We will help your team transform and engage all stakeholders in the mission of equity and equality.

Becoming

ANTI-BIASED

- What lens does your organization use to address bias?
- What is the true definition of bias customized to your work environment?
- What can organizations do to address bias earlier or create opportunities to diminish biased assumptions?

60 - 90 Minute Workshop for All Stakeholders - Customizable for Upper, Mid-level Managers, Front-line Employees, and Teams. Talent Pipeline Recruiters.

THE UN-UNCONSCIOUS BIAS: CULTIVATING INCLUSION TO OVERCOME BIAS

This program uses inclusion as the lens to remove bias. Because we know that organizations cannot ignore bias nor can we change people's internal view - but we can absolutely highlight, foster and cultivate inclusion as a way to eliminate biased views. By dispelling assumptions about what bias is attendees get to see the possibility of how they can be more inclusive of others. We address assumption like bias is only based on color or national origin, against the reality that everyone has some form of bias. Bias shows up when younger employees join an organization or when women attempt to seek higher roles, when men feel women are overtaking their throne at the top or when we exclude based on engrained assumptions. We know that bias is more granular and tribal, we cannot focus on the individual lens without addressing every area of the talent pipeline that exudes bias. This program uses real examples from recruitment to retention to belonging, we keenly focus on how to care inclusion by using the lens of anti-bias to amplify diversity.

Including

CULTURE

- What is the diversity and cultural intelligence framework for your organization?
- What is your organizations cultural archetype?
- Where are your organizations cultural ambiguity and how does that block inclusion within your workforce?

60 - 90 Minutes Workshop or
Cultural Consulting with
Organizations, Talent Development,
Talent Acquisition, and HR
Managers

WE'RE NOT ALL THE SAME: BUILDING AN INTERCULTURAL AWARENESS FRAMEWORK AS THE KEY TO INCLUSION

Cultural Intelligence is the key to building effective talent pipelines, proactive leadership development programs, and to create guided outreach to at risk communities. This program leans into a solid awareness that within every person there is a deeper cultural identification that must be tapped into. Most organizations, HR managers, and individuals make assumptions that once someone checks the top box - race and gender everything else is off limits. The reality to understand diversity you must address culture and intercultural identity as the gateway to creating inclusion in the workforce. An in-depth awareness of culture and the understanding of cultural differences is the only way to truly foster diversity. This program provides the necessary tools and allows attendees to become culturally competent. You will gain a better understand of how cultural can impact multicultural workplaces. Gain practical tools to understand and avoid cross cultural misunderstandings and foster positive cross cultural working relationships.

Additional Services

DIVERSITY CONSULTING & COACHING

- What do you want as an organization and why don't you have it now?
- What are people thinking about diversity and inclusion but afraid to express?
- Five years from today, if your organization did nothing what would you regret?

Managing a Diversity, Inclusion, Belonging, Equality, and Equity Program can be a challenging lonely initiative. Translating organizational goals down to individual actions requires ambassadors and allies. We help organizations define what must be upended to create a more robust and sustainable equality and equity program.

We Focus On Five Core Areas:

- **EXTERNAL** - Talent Acquisition, Branding, Recruiting, Internships, and New Talent Retention.
- **INTERNAL** - Talent Development, Pipeline, Existing Employee Development, ERG, and Cultural Acceptance.
- **MOBILITY** - Uplevel Development, Advancement into C-Suite, Board Diversity, Diverse Women's Leadership Development, and C-Level Succession Planning.
- **ACCESS** - Community Outreach, Vendor Access, and Lens of Equity Evaluation.
- **DIVERSITY SURVEY DESIGN AND REVIEW**

Industry Experience: Technology, Insurance & Financial Sector, Education, Non-Profit, Government Entity, and Food Industry.

DIVERSE WOMEN'S LEADERSHIP DEVELOPMENT PROGRAMS



LEADERSHIP ASSIMILATION

The employee to leader transition has a limited honeymoon period, we help new leaders transition quickly, achieve intended results, and feel confident in their new role.



EARLY CAREER PIPELINE DEVELOPMENT

Ensure that women leaders have access to career guidance at the beginning of their career. Removing the ambiguity of Next-Steps Career Advancement



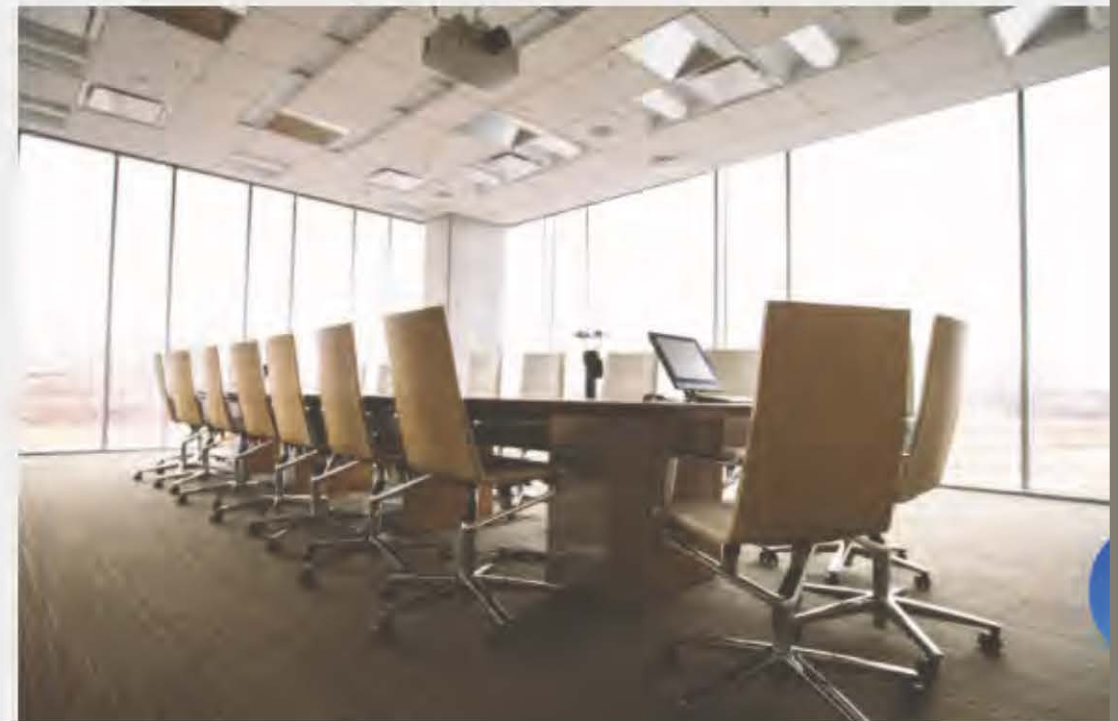
ASSESSMENTS AND 360 EVALUATIONS

Assessments are a critical part of determining where your employees are, what they want, where their skills gaps are, and to determine what shifts must be undertaken.

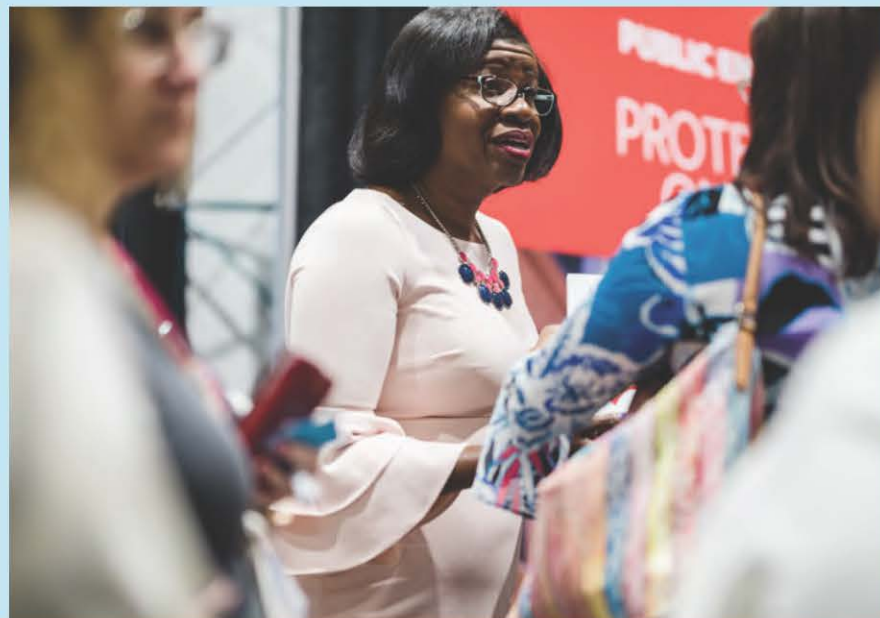


ERG PROGRAMS

Are your ERG Programs delivering results? We ask organizations two bold questions - What was your intended result and what do you want women to know that they don't know today? The process of leadership is not a journey it's a pathway that empowers women.



Visit: www.MargaretSpence.com



HOW WE WORK WITH YOU?

- **Determine the service that fits your organization.**
What's will move the needle towards your intended results?
 - Training
 - Consulting
 - Facilitation
 - Coaching
- **Evaluate your overall goals** - What end result do you want to have?
 - We will customize our programs to your organizational goals and initiatives.
 - After designing your program within the established parameters, we will submit a proposal to meet your goals.



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ABOUT MARGARET SPENCE

A transformational keynote speaker, author, coach, business strategist, and visionary. Her sessions captivate audiences' at the SHRM Annual Conference and she is one of SHRM's Top Annual Conference Speakers. For the last 30 years' Margaret has inspired organizations to value talent. The central tenets of her work, engaging employees in a shared vision, creating inclusive initiatives, and fostering collaboration across silos.

Determined to create a glide path for diversity and inclusion in executive leadership, Margaret launched The Employee to CEO Project, a global initiative aimed at increasing the representation of women, with specific emphasis on minority women, in C-Level leadership roles.

Margaret's journey to the executive suite was nontraditional. She began her career managing workplace injuries and consequently, observed injured employees being discarded from the workforce. From a catapulting question written on a napkin in 1999, her company, C. Douglas & Associates, currently manages human resources oversight functions, workplace injury compliance, and a claims loss portfolio valued at over \$95 Million for its multinational client base.

Margaret has authored three books. Her latest book, Leadership Self-Transformation: 52 Career Defining Questions Every High-Achieving Women Must Answer, challenges women to clarify their vision, pivot from expert to leader, and build the career they want.

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