



## Corporate Guide and Fellow Program Calendar – Cohort VII

**A note about Individual Coaching Sessions:** The coaching relationship is part of a holistic design and support structure intended to help participants anchor their learning. Corporate Guides and Fellows will be provided with resources, tools, and discussion topics that align with the academic and experiential curriculum. Months in which coaching occurs are indicated in the calendar below.

### Month 1

 February 23, 2024  9:00 AM to 10:10 AM

Event	Description
<b>Virtual Orientation</b>	Corporate Guides and Fellows will participate in an orientation that outlines expectations, nature of the coaching relationship, tools, and resources available.  <b>Participants:</b> Corporate Guide, Fellow

### Month 2

 March 6, 2024  8:45 AM to 11:15 AM

Event	Description
<b>Opening Breakfast</b>	The Opening Session will provide an overview of the program, expectations of participants, and introduction to affiliated parties. A keynote speaker in the area of culture, inclusion and high performing workplaces will address this audience.  <b>Participants:</b> Executive Sponsor, Corporate Guide, Fellow, Direct Manager of the Fellow

 March 8, 2024  8:45 AM to 11:15 AM

Event	Description
<b>Experiential Works</b>	<b>Building a Culture of Collaboration</b> This session will provide Corporate Guides with the principles for building a culture that includes all and fosters collaboration. Participants will discuss their role in creating an environment where they and young professionals can flourish.  <b>Participants:</b> Corporate Guide
<b>*Coaching Sessions</b>	<b>Navigating Organizational Culture</b> This session will provide a forum for discussing relevant strategies (e.g., relationship building, observation, accessing historical information, etc.) that can help participants in identifying, interpreting, and adapting to the unspoken rules and expectations of their organizations' cultures.  <b>Participants:</b> Fellow

## Individual Assessments

### Hogan Assessment

The Hogan assessments help individuals by facilitating strategic self-awareness. Understanding the underlying work style traits, core values, and derailment risks that may impact behavior allows one to manage his/her behavior to increase workplace success. The Hogan assessments help organizations by identifying characteristics that may impact an individual's job performance as well as his/her fit within a particular role, team, or organizational culture.

**Participants:** Corporate Guide

### Intercultural Development Inventory (IDI)

The IDI is a 50-item, statistically reliable, cross-culturally valid measure of intercultural competence. It is used widely in the business arena for individual assessment and coaching, group analysis in leadership team-building efforts, and organization-wide needs assessment for training design.

**Participants:** Corporate Guide, Fellow

## Assessment Feedback

### IDI and Hogan

Certified assessors will provide individual debriefs to Corporate Guides and Fellows. An electronic copy of the participant's assessment results will be sent to them followed by a 45-minute phone debrief. During the discussion, the assessor will help the participant interpret their results and provide guidance on creating a personalized development plan.

**Participants:** Corporate Guide, Fellow

## Month 3

 April 17, 2024  8:45 AM to 11:15 AM

### Event

### Description

#### Experiential Workshop

#### Emotional Intelligence

This workshop will educate both Corporate Guides and Fellows about what EQ entails, how it is assessed, how it links to inclusive practices, and practical ways to develop and demonstrate this competency in the workplace.

#### \*Coaching Sessions

**Participants:** Executive Sponsor, Corporate Guide, Fellow, Direct Manager of the Fellow

## Month 4

 May 3, 2024  8:45 AM to 11:15 AM

### Event

### Description

#### Academic Sessions Via Webcast

#### Cross-Cultural Communications

Participants will build on the knowledge gained in their first classroom session and discuss specific strategies and behaviors they can adopt to demonstrate cultural fluency. This session will take a deeper dive into the subject matter, including providing feedback and having difficult and courageous conversations in a culturally sensitive way. This session will include participants discussing their own experiences as well as bringing concepts to life through role-plays, review of relevant case studies, and/or discussion of external occurrences impacting the community.

#### \*Coaching Sessions

**Participants:** Corporate Guide

#### Receiving Feedback and Coping with Setbacks

Participants will learn how to receive feedback in a non-defensive manner and from a learning perspective. They will also learn concrete strategies to create a feedback-rich environment in their professional lives. Additionally, participants will discuss how to move forward from career setbacks in a way that builds credibility and support.

**Participants:** Fellow

## Month 5

 June 7, 2024  8:45 AM to 11:15 AM

Event	Description
<b>Experiential Workshop</b>  <b>*Coaching Sessions</b>	<b>The Subtleties of Inclusion and Exclusion</b> This workshop will address how power, privilege and micro-aggressions manifest in the workplace and what organizations and individuals can do to increase awareness and minimize the imbalance and exclusion that typically occurs when their impacts are not explored. Corporate Guides and Fellows attend a joint session and then convene in break-out groups to discuss further application to their roles.  <b>Participants:</b> Corporate Guide, Fellow

## Month 6

 July 12, 2024  8:45 AM to 11:15 AM

Event	Description
<b>Academic Sessions Via Webcast</b>  <b>*Coaching Sessions</b>	<b>Diversity Leadership</b> Participants will further discuss their role as inclusive leaders and managers of diverse teams. Topics include: managing diverse teams; assigning and managing stretch opportunities; effective sponsorship; serving as an organizational asset; and coaching up and down to manage diversity. Along with advocacy, participants have a chance to discuss effective strategies for navigating barriers and addressing conflict and resistance within the organization.  <b>Participants:</b> Corporate Guide
	<b>Negotiation and Conflict Management</b> This session will give Fellows an enhanced understanding of the strategy behind everyday negotiations and the skills and confidence to plan and implement more effective negotiation strategies. Additionally, it will enable participants to identify their go-to style in addressing conflict and learn effective ways to do so within various work contexts.  <b>Participants:</b> Fellow

## Month 7

 August 14, 2024  8:45 AM to 11:15 AM

Event	Description
<b>Experiential Workshop</b>  <b>*Coaching Sessions</b>	<b>Managing Change and Personal Transitions</b> This session will provide frameworks, tools, and guidelines for both leading others through various organizational changes and managing one's own personal and career transitions. The workshop for both Corporate Guides and Fellows will include insights on various drivers of change, rationale for why change is often resisted, how managing change can be an inclusive and empowering process and will increase participants' capacity to create change resiliency within their teams and within themselves.  <b>Participants:</b> Corporate Guide, Fellow

## Month 8

 September 2024  Virtual

Event	Description
<b>Links to Podcasts</b>  <b>*Coaching Sessions</b>	Additional podcast content from thought leaders will be disseminated to Corporate Guides and Fellows after the completion of the academic sessions and experiential workshops. Topics include: <ul style="list-style-type: none"><li>• Inclusive Talent Management</li><li>• Persuasion and Influence</li></ul> <b>Participants:</b> Corporate Guide, Fellow

\* Indicates Ongoing Coaching Sessions

## Month 9

📅 October 2024 🖥️ Virtual

Event	Description
<b>Links to Podcasts</b>	Additional podcast content from thought leaders will be disseminated to Corporate Guides and Fellows after the completion of the academic sessions and experiential workshops. Topics include:
<b>*Coaching Sessions</b>	<ul style="list-style-type: none"><li>• Courageous Conversations</li><li>• Change Leadership and Transition Management</li></ul> <p><b>Participants:</b> Corporate Guide, Fellow</p>
<b>Final Assessments and Phone Debrief</b>	<b>IDI</b> Certified assessors will provide individual debriefs to Corporate Guides and Fellows. An electronic copy of the participant's assessment results will be sent to them followed by a 45-minute phone debrief. During the discussion, the assessor will help the participant interpret their results and provide guidance on creating a personalized development plan.  <b>Participants:</b> Corporate Guide, Fellow
<b>Closing Reception</b>	This celebration marks the completion of the program for the outgoing Cohort. The program will provide a recap, highlight successes and learnings, and include the presentation of certificates.  <b>Participants:</b> Executive Sponsor, Corporate Guide, Fellow, Direct Manager of the Fellow

\* Indicates Ongoing Coaching Sessions



The Corporate Inclusion Institute is building a community of inclusive leaders throughout the Chicago Region.

**Platinum Sponsors:**



**Gold Sponsor:**



## Chicago United



312.977.3060 [www.chicago-united.org](http://www.chicago-united.org) 300 East Randolph Street, Suite 40.200, Chicago, IL 60601-5075

© 2024 Chicago United, Inc. To order copies or request permission to reproduce materials, call 312.977.3060, write Chicago United, 300 East Randolph Street, Suite 40.200, Chicago, IL 60601, or go to [www.chicago-united.org](http://www.chicago-united.org). No part of this publication may be reproduced, stored in a retrieval system, used in a spreadsheet, or transmitted in any form or by any means.