

CII Peer-to-Peer Roundtable

Empowering Inclusive Leadership Through CII
Participation

July 23, 2025

Discussion Flow

Welcome

Self-Introductions

Facilitated Dialogue

Adjourn



In one sentence, what does inclusive leadership mean to you?

Inclusive Practices at Work

- 1. In what ways are you creating opportunities for your CII participant to lead or influence others on your team and apply what they're learning in real time?**
- 2. How do you balance offering space for growth with accountability?**
- 3. How do you see your role in contributing to the success of their learning and application?**
- 4. Have you noticed any shifts in team dynamics, communication, or innovation since the Corporate Guide/Fellow began CII?**
- 5. What impact do you hope their participation will have on the broader team or department?**



What's your biggest challenge in supporting inclusive transformation?

Sustaining Momentum Beyond the Program

- **What is a best practice you would like to share with the group that helps inclusion be part of your everyday culture?**
- **What's one way you'll continue the inclusion practice after your CII participant completes the program?**

Large Group Discussion Takeaways

- **In what ways are you creating opportunities for your CII participant to lead or influence others on your team and apply what they're learning in real time?**

One participant gives stretch assignments to their Fellow. They can influence others by giving their Fellow opportunity to interact more broadly and take on leadership roles. One participant is having their Fellow lead in evaluating a new AI tool. This gives their Fellow leadership exposure. The Executive Sponsor is closely involved in the project. They set up regular meetings to help her with AI project.

- **How do you balance offering space for growth with accountability?**

One participant lets their Fellow take leadership roles which gives voice. The Executive sponsor lets them own projects completely. Another participant has their Fellow create summary of what they learn at a workshop and shares with team. They share what they learned and opportunities improvements they can make. Another participant gives assignments to their Fellow which gives them a line of site to leadership.

- **How do you see your role in contributing to the success of their learning and application? .**

One participant said they have constant feedback and communication with their Fellow. They make sure their understanding is in line with what they want. Another participant said they have a one on one with their Fellow. They see how they are doing and making sure they are not overloaded.

Large Group Discussion Takeaways

- **What are best practices to help inclusion be part of your culture?**

One participant said whenever there is an opportunity to showcase to leadership what the Fellow has learned, they give them the opportunity. They always get the team involved. Another participant said they have diversity message at every meeting. This shows inclusion is a priority.

- **What is one way you continue inclusion practices after this program is over?**

One participant said they can have formal and informal mentorship programs. They will chat with their employees to see what they would like to get involved in. As they share their interests, this will bring new ideas to leadership.

Wrap-up and next steps

Schedule meeting with members of your Inclusion Cluster

Look for opportunities to help the Corporate Guide / Fellow apply principles from CII in the day-to-day

Next session – Managing Organizational Change and Personal Transitions – September 12, 9am @ HCSC Building, 300 E. Randolph

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Advancing multiracial leadership in business

