





Corporate Guide and Fellow Program Calendar – Cohort IX

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

 March 27, 2026  Fellows 9:00 AM - 10:00 AM | Corporate Guides 10:00 AM - 11:00 AM

Event	Description
Virtual Orientation	<p>The orientation will provide an overview of the program, expectations of participants, and an introduction to cohort participants. The Corporate Guides and Fellows receive further orientation on nature of the coaching relationship, walk-through of tools available, and Q & A.</p> <p>Participants: Corporate Guide, Fellow</p>
Individual Assessments	<p>Intercultural Development Inventory (IDI)</p> <p>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.</p> <p>Participants: Corporate Guide, Fellow</p>
Assessment Feedback	<p>IDI</p> <p>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.</p> <p>Participants: Corporate Guide, Fellow</p>

Month 2

 April 10, 2026  8:00 AM to 11:30 AM  HCSC, 300 E. Randolph, Cal Room 5 & 6

Event

Description

Welcome Breakfast

 8:00 AM to 9:00 AM

The Welcome Breakfast 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.

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

Academic Sessions

 9:00 AM to 11:30 AM

Building a Culture of Collaboration

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.

Participants: Corporate Guide

*Coaching Sessions

Navigating Organizational Culture

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.

Participants: Fellow

Month 3

 May 8, 2026  8:45 AM to 11:30 AM  HCSC, 300 E. Randolph, Cal Room 5 & 6

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

 June 5, 2026  8:45 AM to 11:30 AM  HCSC, 300 E. Randolph, Cal Room 5 & 6

Event

Description

Academic Sessions

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.

Participants: Corporate Guide

*Coaching Sessions

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

* Indicates Ongoing Coaching Sessions

Month 5

 July 10, 2026  8:45 AM to 11:30 AM  HCSC, 300 E. Randolph, Cal Room 5 & 6

Event	Description
Experiential Workshop	The Subtleties of Inclusion and Exclusion 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.
*Coaching Sessions	Participants: Corporate Guide, Fellow

Month 6

 August 7, 2026  8:45 AM to 11:30 AM  HCSC, 300 E. Randolph, Cal Room 5 & 6

Event	Description
Academic Sessions	Inclusive Leadership 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.
*Coaching Sessions	Negotiation and Conflict Management 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.
	Participants: Corporate Guide
	Participants: Fellow

Month 7

 September 11, 2026  8:45 AM to 11:30 AM  HCSC, 300 E. Randolph, Cal Room 5 & 6

Event	Description
Experiential Workshop	Managing Change and Personal Transitions 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.
*Coaching Sessions	Participants: Executive Sponsor, Corporate Guide, Fellow, Direct Manager of the Fellow

Month 8

 September/October 2026

Event	Description
Final Assessments and Phone Debrief	IDI 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.
*Coaching Sessions	
	Participants: Corporate Guide, Fellow

Month 9

 October 29, 2026

Event	Description
Closing Reception	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.
	Participants: 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.

Chicago United



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REV: 2.13.2026