



Getting started: Real Talk

Eliminating bias through candid conversations

Overview

Recent events have opened the door for conversations about race and racism. The topic is provocative, daunting and has not had the forum it deserves, particularly in the workplace. Leaders and employees alike are struggling to find the right words, the appropriate intention and meaningful actions to take. Say nothing or say the wrong thing... the risk feels high in either case and the “right” answers are scarce.

Korn Ferry has a variety of programs to help organizations have real, productive conversations now that address today’s issues around race, bias, white privilege, and inclusion.

At a glance

- A selection of programs to help eliminate bias in the corporate world.
- Short, virtual classroom sessions facilitated by experienced Korn Ferry Diversity and Inclusion practitioners.
- Programs available for employees at all levels, from individual contributors to senior leaders and executives.

Program one: The race conversation with executives

Senior leaders are in a unique position to drive change and lead authentic conversations about race and racism. This facilitated virtual classroom program will help executives and senior leaders wrestle with the challenges they face personally when talking about, and addressing, this complex issue.

Program format:

A highly interactive two-hour virtual classroom experience facilitated by one of Korn Ferry’s experienced Diversity and Inclusion practitioners.

Who should attend:

Executives or senior leaders (up to 15 participants per session).

Topics include:

- Exploration of how individual experiences and socialization can shape our understanding and reaction to the current climate and events.
- Discussion of how race, racism and white privilege show up in the organization.
- Identification of individual and group actions necessary to eliminate racism and create allyship in the organization.
- Best practices for creating an authentic, individual point of view statement on the topic.



Program two: Let's Talk series

A series of one-hour interactive virtual classroom sessions designed to help organizations start conversations about race and bias now.

Each session will address one key topic and provide helpful tools that will drive self-awareness and outline actions participants can take immediately. Organizations can select from one or all three sessions.

I. Let's Talk: Why we react differently to the headlines.

A discussion of how bias and socialization can drive individual reactions to current events and impact the way we interact with others.

Who should attend:

All employees/all levels (up to 24 participants per session).

II. Let's Talk: What's getting in the way for Black employees.

An exploration of the specific headwinds that Black professionals face, that others don't see. An engaging, shared learning experience that will highlight best practices for Black professionals and define how allies can become agents of change.

Who should attend:

Black employees and allies (up to 24 participants per session).

III. Let's Talk: The trap (and self-fulfilling prophecy) of thinking some have it and some don't.

A discussion around how a manager's mindset about learning capacity can impact individual and team development in positive or negative ways.

Who should attend:

Managers, leaders, influencers of others (up to 24 participants per session).



Nina Boone

Senior Client Partner,
Diversity & Inclusion
nina.boone@kornferry.com

Program three: Getting started with Real Talk

A two-hour virtual classroom session that provides employees with the tools necessary to start having real conversations about race and bias.

Who should attend:

All employees/all levels (up to 24 participants per session).

Topics include:

- An exploration of the challenges of talking about race in an open, honest way.
- Best practices for starting, and continuing, authentic conversations about race, racism, and white privilege.

All participants will leave with the following actionable tools, including:

- Change Agent profile: An insight tool to help individuals self-assess their current state as an ally for Black employees.
- The Plus/Minus/Delta discussion planner: An easy-to-use tool to prepare for a clear conversation about bias.
- Real Talk conversation guides: A three-part tool that helps start a conversation, dig more deeply, and take action.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with organizations to design their organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward, develop, and motivate their workforce. And, we help professionals navigate and advance their careers.