



A Taste of D&I

A variety of approaches for creating a more inclusive environment at work.

Organizations are looking to provide employees with diversity and inclusion training in an effort to create an inclusive environment. However, the workplace is becoming more virtual and the amount of time employees are able to allocate towards development is limited.

The result is a need for time-efficient education in a virtual environment. Korn Ferry's A Taste of D&I provides the optimal investment in time and resources to get your people started on their inclusion journey through micro-eLearning.

The program features four short eLearning modules. Topics include:

- Diversity & Inclusion Matters.
- Basics for Managing Unconscious Bias.
- Hidden Barriers to Inclusion.
- Being a Diversity and Inclusion Change Agent.

Learning objectives

- Explore the breadth of diversity, how it relates to you personally and to the organization.
- Recognize how our attitudes toward differences impact our behavior and the experience of others at work.
- Identify approaches to overcome inclusion challenges at work.
- Learn best practices for demonstrating inclusive behaviors at work and commit to actions you'll take.



Sample screenshots

Diversity and Inclusion (D&I) Matter | Dimensions of Diversity

42%

Instructions: Click on the highlighted dimensions to hear how each "made a difference" in one business professional being included or excluded at some time in her work history.

- Relational** (How we relate and rejuvenate)
 - Family status
 - Generation
 - Habits
 - Sexual/romantic orientation
 - Parental status
 - Birth order
 - Activities/Interests
- Occupational** (How we work and what we do)
 - Affiliation
 - Department/division
 - Industry
 - Work style
 - Role/function/level
 - Skills/talents
 - Format
 - Work experience
- Societal** (How we connect and relate to society)
 - Education
 - Ethnicity
 - Geographic location
 - Language
 - Origin
 - Political
 - Social class
 - Socio-economic
- Values** (What we believe and feel)
 - Attitudes
 - Beliefs
 - Connections
 - Culture
 - Morals
 - Practices
 - Religion
 - Spirituality
- Physical** (Who we are and what others think they see)
 - Age
 - Appearance
 - Gender identity/exp
 - Health
 - Physical abilities
 - Race
 - Sex
- Cognitive** (How we think and process information)
 - Communication style
 - EI (emotional intelligence)
 - Interpersonal style
 - Introvert/extravert
 - IQ (intelligence)
 - Learning style
 - Mental abilities

Hidden Barriers to Inclusion | Four Common Forces

38%

Instructions: Click each tab to view examples of common situations that may be barriers in your organization.

Organizational traditions

Forces created by preferences for particular styles or characteristics that those with power tend to share. These traditions are often unrelated to job competence and may cover many areas of work. They will be a tailwind for you if you match them but a headwind if you don't match them.

Example: *I have to learn about sports so I can participate in the conversations before the meetings. Or I need to learn to play golf.*

Click continue to explore some common stereotypes.

CONTINUE

Hosting

Client-based or Korn Ferry hosted LMS.

System requirements

A multi-media (containing audio, video, animation, activities), web-based, self-paced eLearning program which includes bookmarking. This course is compatible with all major Web browsers, PCs, MACs, and iOS or Android Tablets. The program meets the basic 508 compliancy requirement.

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.