



## **Key Learnings from the DrawSuccess Diversity & Inclusion Level I Program**

**We Believe...the solution to Diversity & Inclusion is facilitating open discussion.**

Identifying and exploring the impact of diversity and inclusion on an organization, including the ways to unify people of different beliefs and backgrounds.	
Taking groups through the four stages of development to achieve high performance.	
Appreciating the skills, talents and abilities each individual as well as each diverse group can contribute to the organization.	
Leveraging the characteristics and differences in personality and behavior to unite people of different ages, races, religions, national origin and other traditional diverse groups.	
Sharing and appreciating each person's differences, strengths and contributions to bring out the best in everyone.	
Identifying the similarities and differences in what different people and groups want in an organization, group or team.	
Sharing what annoys each person and group in various situations exploring what they have in common with others and identifying behaviors each person should start and stop doing.	
Determining the barriers to success and the influence of Diversity & Inclusion (including diversity of thought) on these barriers.	
Understanding the benefits of integrating and appreciating diverse people and groups (including the diversity of thought of the different Inner Genius Styles) to achieve optimal performance.	
Evaluating the organization's ability to recognize the benefits of Diversity & Inclusion and developing action plans to implement and leverage these benefits.	
Identifying what people (and groups) can do for each other at work, and discussing what others would appreciate having done for them.	
Learning and exploring the benefits in having a world and workplace with diverse thoughts, backgrounds and ideas.	
Recognizing the characteristics of great leaders, and relating these strengths to leaders from different diverse groups in order to break down stereotypes and prejudices.	
Identifying sources of conflict among different groups (including the Inner Genius Styles as well as other diverse groups) and suggesting ways to resolve potential disputes.	
Developing strategies to enhance recruiting to attract new employees of diverse styles and beliefs.	
Knowing how the differences in leadership styles affect integration, performance, loyalty and retention.	



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Discussing openly how to adapt and work better together, and developing measurable actions to accomplish this goal.	
Gathering advice on how to get along better and build trust with each person/group/style	
Experiencing a fun yet impactful “sensitivity training” activity.	
for the company, team and individuals.	
Delivering the nine step process to accelerate results and developing action plans with quantifiable results.	