



Corporate Guide and Fellow Program Calendar – Cohort V

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

 February 4, 2022  8:30 a.m. - 11 a.m.

Event	Description
Opening Session and Orientation	The Opening Session 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. The second half of the session will be devoted to Corporate Guides and Fellows only. They will break into two groups and receive further orientation on expectations, nature of the coaching relationship, walk-through of tools available, and Q & A.
Individual Assessments	<p>Hogan Assessment The Hogan assessments help individuals by facilitating strategic self-awareness. Understanding the underlying work style traits, core values, and derailment risks that may impact behavior allows one to manage his/her behavior to increase workplace success. The Hogan assessments help organizations by identifying characteristics that may impact an individual's job performance as well as his/her fit within a particular role, team, or organizational culture..</p> <p>Intercultural Development Inventory (IDI) 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>
Assessment Feedback	<p>IDI and ESCI 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>

Month 2

 March 4, 2022  8:30 a.m. - 11 a.m.

Event	Description
Academic Sessions Via Webcast	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.
*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.

Month 3

 April 1, 2022  8:30 a.m. - 11 a.m.

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	

Month 4

 May 6, 2022  8:30 a.m. - 11 a.m.

Event	Description
Academic Sessions Via Webcast	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.
*Coaching Sessions	This session will take a deeper 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.
	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.

Month 5

 June 8, 2022  8:30 a.m. - 11 a.m.

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 together and then convene separately in two break-out groups to discuss further application to their roles.
*Coaching Sessions	

Month 6

 July 8, 2022  8:30 a.m. - 11 a.m.

Event	Description
Academic Sessions Via Webcast	Diversity 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.

Month 7

 August 5, 2022  8:30 a.m. - 11 a.m.

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	

Month 8

 September 2022

Event	Description
Web-based Access to Resources	Additional podcast content from thought leaders will be disseminated to Corporate Guides and Fellows after the completion of the academic sessions and experiential workshops. Topics include:
*Coaching Sessions	<ul style="list-style-type: none">• Inclusive Talent Management• Persuasion and Influence

Month 9

 October 2022

Event	Description
Web-based Access to Resources	Additional podcast content from thought leaders will be disseminated to Corporate Guides and Fellows after the completion of the academic sessions and experiential workshops. Topics include:
*Coaching Sessions	<ul style="list-style-type: none">• Courageous Conversations• Change Leadership and Transition Management
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.

Month 10

📅 November 2022 - TBD

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.



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