



LEADING

DIVERSITY, EQUITY & INCLUSION

COACHING FOR DEEPER AWARENESS AND SUSTAINED CHANGE

IT STARTS ON THE INSIDE

Leaders will be the catalysts to create a diverse, equitable and inclusive environment. However, the change needs to happen from the inside-out.

Leaders need to:

- Surface their own beliefs and stereotypes on issues of diversity, equity and inclusion.
- Understand the impact of their beliefs and behaviors on their leadership and legacy of diversity, equity and inclusion.
- Commit to actions and behaviors to lead for greater diversity, equity, and inclusion.

When the light-goes-on, the commitment and behaviors needed to drive sustainable change often follow.

COACHING IS UNIQUELY ABLE TO SUPPORT INDIVIDUAL CHANGE

The real change needed to develop DE&I leaders best happens one-on-one. Coaches with the methodology and experience to guide the exploration, awareness and action planning can make all the difference. It needs to be a safe harbor environment in which the Coach moves through a process to highlight the leader's assumptions, beliefs and feelings on issues of race, gender, orientation, and fairness.

“

“Over three sessions with my coach, and some homework in-between, I came to realize that I was looking at the world through a very narrow set of bifocals. I had spent years hiring people like me. It was unfair to many and put the company at a talent disadvantage.”

Vice President,
Global Manufacturer

”

The focus of DE&I coaching is deeper self-awareness and moving forward – making the Diversity, Equity & Inclusion imperative personal and actionable. We have found that effective DE&I coaching includes three phases:

Self Awareness Phase:



Exploration of core beliefs
Results in deeper leader insight into their biases, assumptions, and stereotypes.

Shadow-Casting Phase:



Awareness of impact
Provides the leader insight into the impact of their informal signals and behaviors on diversity, equity and inclusion results.

Commitment-Action Phase:



Declaration
Results in an informed commitment to lead for greater diversity, inclusiveness, and equity; and leave a legacy.

DE&I Coaching often conjures up a leaders deep seated emotions, including guilt and anger. CMP Coaches are skilled and experienced in moving leaders through these emotions and focusing-forward for sustained change.

DE&I COACHING CHANGES LEADERS AND LIVES.

“
I started the DE&I Coaching a bit uncertain, but willing to trust the coach and the process. It was definitely worth it! I learned things about myself and people outside my experience, that have changed my leadership, and life, in profound ways.
”
Healthcare Executive

CMP is a minority and woman owned firm supporting the development of leaders through innovative coaching, assessment, search and career transition solutions.