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***Courageous Leaders  
Conference  
Nov 3 and 4, 2011***

***Coralville Marriott***  
300 East 9<sup>th</sup> Street  
Coralville, IA 52241

# Courageous Leader's Conference

Leadership plays a critical role in cultivating inclusive communities and work environments that value and respect every employee and community member. This action packed conference will look at the critical skills courageous leaders need to create and cultivate inclusive-cultures. Competent Diversity & Inclusion practitioners must be more than "passionate believers." They must be strong communicators that can effectively negotiate and influence people. They must be leaders that can interact and motivate individuals as well as groups. But above all, they must be savvy business and organization professionals that are willing to initiate and steer organizational change.

In this one and a half day interactive conference practitioners will:

- Review the Ten-Step Process for Becoming Strategic Partner to the C-Suite and Leadership in Your Organization
- Deliberate the process of moving from diversity initiative to D&I
- Appraise the Best in Class Organizations with D&I as a strategic component of their operation
- Evaluate the 21 Diversity Principles and integration process
- Analyze the factors required in creating a Comprehensive Diversity Strategic Plan

NOTE: practitioners must bring a list of the top 3 strategic objectives of their organization and a copy of the Diversity Strategic Plan. If one does not exist, bring your draft of a plan that should exist – no exceptions.

In addition, the strategic learning guarantee is that we will:

- Examine the McKinsey Strategy Test. 10 points of passage for every successful D&I strategic plan
- Present 5 (of 12) Pillars of the World Economic Forum's Global Competitiveness Report. These 12 pillars represent the prism through which your leadership team views your current D&I efforts
- Introduce the 3 competencies EVERY diversity practitioner must possess to help ensure organizational competitive advantage (this includes government and not for profit entities!)
- Generate 3 real-time strategies to help you create, build and enhance your organization's diversity focus

## Who Should Attend?

- HR Generalists
- Community and other organization leaders who are D&I advocates in their environments
- Line leaders and supervisors interested in leading diverse teams and partnering effectively with HR and D&I practitioners
- New Practitioners (less than 3 years experience)
- Those interested in entering the field

## Conference Agenda

### Day One - November 3, 2011

- 11:30 a.m. - 1:00 p.m.      **SHIFT\* Luncheon**
- 1:00 - 1:15                      **Break**
- 1:15- 4:30                      **Diversity Principals Strategic Integration**

### Day Two - November 4, 2011

- 7:30 a.m. - 8:00 a.m.      **Continental Breakfast**
- 8:00 a.m. - 3:30 p.m.      **Diversity Principals Strategic Integration continued**

The Diversity Principals Strategic Integration agenda will include

- The Ten-Step Process for Becoming Strategic Partner to Your Organization
- Deliberate the process of moving from a diversity initiative to D&I
- Appraise the Best in Class Organizations with D&I as a strategic component of their operations
- Evaluate the 21 Diversity Principles and integration process which include:
  - Governance, Leadership, Strategy, Budget, Policy,
  - Compensation, Assessment, Learning, Talent Acquisition,
  - Talent Development/Retention, Sales & Marketing, Internal Communications,
  - Customer Attraction & Retention, Public Relations, Supplier Relationships,
  - Corporate Citizenships, Accounting, Auditing, Reporting, Strategic Planning & Alignment, Diversity Strategic Office
- Analyze the factors required in creating a Comprehensive Diversity Strategic Plan
- Diversity is not a program. Diversity is not an initiative. Diversity and Inclusion is a organization/community strategy designed to accomplish strategy's purpose: to create value for the organization/community, and to move it from its current state to its desired state.

NOTE: practitioners must bring a list of the top 3 strategic objectives of their organization and a copy of the Diversity Strategic Plan. If one does not exists, bring your draft of a plan that should exists – no exceptions.

## Conference Presenter



**Grace A. Odums** is an international conference speaker and independent consultant. She is an expert in custom designing diversity strategies for organizations and institutions. Her work helps build inclusive environments that create value for all constituents. She serves as the Director of Diversity board member of the Society for Human Resource Management (SHRM).

She has a growing consultancy spanning over fifteen years. Her impressive client list boasts Fortune 500 and Fortune Global 500 companies including: Disney ABC Media NetWorks, Waste Management (PA/WVA Area), Fairmount Southampton Resorts, Chevron-Phillips, Siemens Medical Solutions, Wells Fargo Bank. Omaha Public School District, Missouri State University, Wawa, Inc., the Internal Revenue Service (Criminal Investigation), Federal Reserve Board, March of Dimes, Society for Human Resources Management and others also call upon Ms. Odums to share her insights, experiences and masterful command in the areas of leadership development and coaching and diversity strategic planning, with integration.

Ms. Odums has been featured on CN8 – Comcast Newsmakers, sharing proven strategies for creating and sustaining a highly engaged workforce. Her voice can be heard in the 2007 radio advertising campaign for Holy Family University: Wake Up Your Mind. Grace’s insights addressing “Avoiding Stereotypes” countered the Don Imus debacle and may be viewed on SHRM’s national website – Multimedia Store.

Notable published works include: A New Year’s Resolution – Optimize Older Workers: T&D Magazine, Now That You Have Them – How Do You Retain Them? - The Diversity Factor – Rutgers University, and a book Diversity Principles: Strategic Integration. In addition, Grace has written scores of procedural manuals retail banking, mortgage lending and healthcare revenue recapture. She has logged thousands of hours in course design, development and platform delivery.

Grace has held several positions of influence, including Manager of Training & Development – Frankford Hospitals, Senior Manager Training & Staff Development – Wells Fargo Home Mortgage and Assistant Vice President, Affordable Housing Program Manager- GMAC Mortgage. Grace received her professional training at Holy Family, Arcadia and Temple Universities. She also attended the University of the District of Columbia on athletic scholarship.

In 2009, Grace was selected to serve as the Event Co-Chairperson for the first ever, 2010 Philadelphia World Water Day, Walk-a-Thon/5K Run, recognized by the United Nations and sponsored by Keiyo Soy Ministries. Dr. Elijah Korich, KSM Ministries founder, has been recognized by President Barack H. Obama.

# Courageous Leaders Conference Registration Form

## ◆ ABOUT YOU

Name (Last) \_\_\_\_\_ (First) \_\_\_\_\_ (Middle) \_\_\_\_\_

Home Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone \_\_\_\_\_

Male \_\_\_\_ Female \_\_\_\_ How long have you lived in the Corridor area? \_\_\_\_\_

Employer \_\_\_\_\_

Business Address \_\_\_\_\_

Business Phone \_\_\_\_\_ Fax \_\_\_\_\_ E-mail \_\_\_\_\_

Briefly describe your present responsibilities: \_\_\_\_\_

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## ◆ EDUCATION

*Please circle your highest level of education obtained.*

High School          Some College          2 yr College          4 yr College          Post Graduate

## ◆ GENERAL

Why are you attending the Courageous Leaders Conference?

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What outcomes are most important to you?

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Signature \_\_\_\_\_ Date \_\_\_\_\_

Name (typed) \_\_\_\_\_ Title \_\_\_\_\_

**Application and payment should be returned to:**



**Diversity Focus**  
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**Cost per participant is \$250.00**  
**Deadline for registration is October 14th.**