



JUSTICE | EQUITY | DIVERSITY | INCLUSION

Global Diversity Leadership
Yolanda Webb, MA
Principal

WEBB Advisory Group

“The Mark of Great Leadership”

Who We Are

► The WEBB Advisory Group

► At the WEBB Advisory Group, we are disruptors. Disruptors in Diversity, Equity and Inclusion.

► We provide a toolkit of products that impact your bottom line.

► We help YOU to:

► Acknowledge Bias

► Embrace Differences

► Meet Challenges and Change Head On

► Make Real Commitments with Purpose

► Recognize That Leadership Matters

► Improve Your Businesses Bottom Line





At-a-Glance

These Are Not...

- ▶ Quick fixes
- ▶ Confrontational
- ▶ About changing you
- ▶ Problems
- ▶ Just fads



These Are...

- ▶ A Beginning
- ▶ Introspective
- ▶ Thought Provoking
- ▶ An opportunity for short- and long-term success
- ▶ A Journey and NOT a Destination

The WEBB Advisory Group is a national consulting group providing equity, diversity and inclusion strategies that work



- ASSESSMENT & DATA ANALYSIS
- LEADERSHIP EDUCATION
- CONSULTING SERVICES

At the WEBB Advisory Group, we embrace real authentic shifts in conversations around diversity, equity and inclusion as a leadership strategy, and best practice to give our clients the skills to understand that diversity, equity and inclusion are not programs. They are relationships that help business to meet changing client needs, and enable innovation, growth and efficiency.



What We Need From You

- ▶ Your Mission
- ▶ Your Vision
- ▶ Your Values
- ▶ Frameworks: CEO's Priorities & IDEAL World
- ▶ Completion of your Diversity Action Plan Template (Provided by us)
- ▶
- ▶ Data Stats, Trends, and Other Data Points for consideration

Why...D.E.I?

Bottom line is you need a diverse workforce not simply because it's the right thing to do...but because it's the smart thing to do.

A Global Marketplace

Your customers, clients, vendors, and strategic partners are increasingly diverse.

Increase Your Talent Pipeline

Gain a competitive advantage by recruiting great talent?

A Competitive Advantage

Why not lead the pack in innovation to bring new solutions into the marketplace. Diversity in thought brings new ideas and opportunities.

Innovation, Innovation,

Studies have also shown that a more diverse staff can foster enhanced innovation.

Our Conversations Our Journey



1980's Training provided to County Agencies on compliance with the Equal Opportunity Act of 1972. Served as a National Surveyor for agencies receiving Federal Funding.



1990's Training focused on Diversity and Inclusion and A Brilliant Glimpse of Insight™ was born



Workforce culture changes and global impacts on business are trending towards more diverse, equitable and inclusive business cultures. Are you ready? WEBB Advisory Group can deliver.

Our Conversations

The WEBB Advisory Group Programs recognize and:

- ▶ Help you leverage diversity to enhance cultural adaptability for your business
- ▶ Help you maintain your local identity while helping to provide global consistency for an advantage
- ▶ Help you to enhance your employee/leadership partnership and relationship
- ▶ Help you build community
- ▶ Help you understand that diversity, equity, and inclusion in the 21st century is a business imperative



D.E.I...It's Not A Program

Our Conversations

Cultural Competency for Teams

Equity Conversations

1:1 Coaching /Leadership
Conversations

Employment First

Brown Bag Lunch/Learn

B.G.I Smart Talk Keynote
Conversations



What We Provide You



- ▶ Assessment tools and strategies to address our scope of work.
- ▶ A Work Plan, describing our task, deliverables and project timeframe.
- ▶ Project duties and resumes of staff assigned to project.
- ▶ Sample organizational reports prepared for projects of similar scope.
- ▶ Professional references.



THANK YOU!

Yolanda Webb

Principal Advisor

Phone

513.338.7643

Email | Website

principal@bgiwebbadvisors.com

<https://www.bgiwebbadvisors.com/>