

CIO Executive Council

Diversity in Action



IT Executive Workshops for Technology Professionals



The CIO Executive Council's custom group-leadership development programs provide a structured way for organizations to identify their current level of capabilities and organizational maturity, identify the gaps and understand where they are today versus where they need to be as an organization, and realize the steps that need to be taken to maintain competitive parity and achieve industry superiority.

Through our virtual programming, IT executives will leverage the CIO Executive Council's Future State Framework and CIO Advisor-led insights and expertise to create and define a strategic road map to move forward. This is coupled with tactical guidance and specific next steps for addressing and closing identified gaps to drive successful business outcomes.

Overview & Outcomes

Virtual sessions are available for groups of 15-20 IT executives and will focus on the following topic areas:

- IT Culture
- Diverse Talent Acquisition
- Unconscious Bias
- Gender Equality
- Generational Stereotypes
- Empathetic Leadership
- Communication

"The entire C-suite and IT leaders have a huge responsibility, because the tools and processes we use to measure, and recruit people may have biases built into them. You can no longer be on the sidelines but must get into the game.

We've come a long way, but there is so much more to do, he continued. We talk very openly about STEM and girls that code, but those same conversations have to happen with people of color."

- Nathan Rogers, CIO, SAIC, Inc.

In order to slow and possibly reverse the projected decline of qualified women executives in technology leadership positions, as well as provide equitable opportunities for people of all colors, companies must take a serious and systemic approach to identify Diversity & Inclusion (D&I) issues that may exist at all levels of an organization. Just like a popular 3D cube puzzle, D&I presents multi-sided challenges that can't successfully be addressed with one-sided views and approaches. Similarly, solving one side of the puzzle does not result in a solution for each individual side. It is impossible to get all the colors - or in the case of D&I, the issues - aligned and compatible at once. Acknowledging D&I challenges and 'pain points' from every angle within an IT organization takes time, education and determination. It also takes a commitment from CIOs and IT leadership to highlight inadequacies and inequalities and provide a path to drive positive changes throughout the organization.

The CIO Executive Council's "Diversity in Action" workshop provides a unique experience to bring together IT leaders and their teams to address, educate, and challenge themselves to change on how their organization approaches Diversity & Inclusion. Attendees will leave the session with an action plan methodology to elevate the IT organization's D&I Quotient, a metric used to understand where you are today and how to collectively get to the next level. CIO Advisors lead the workshop, providing advice and guidance to enable participants to:

- **Expose the team with candid discussions to allow people of all genders and races to share their perceptions and concerns in a trusted and empathetic environment**
- **Identify cultural and ethnic challenges within an organization**
- **Collaborate in focused, small groups to establish best practices and guidelines**
- **Be coached on acceptance, communications and respect for differences in the workplace**
- **Apply learnings to their daily role within the team and beyond**

Collective Discovery: The Diversity & Inclusion Survey

- For the CIO Executive Council Diversity & Inclusion Workshop to be effective it is important to first discover the diversity and inclusion perceptions and challenges that may exist within the IT organization by having members participate in an anonymous Diversity & Inclusion Survey. The results of this survey are used to establish a baseline for utilizing CIO Executive Council programs and initiatives that are focused on educating employees on key areas of diversity and raising their the awareness level on the challenges and cultural barriers that may exist, as well as what solutions can be applied.
- Workshops consist of virtual training and education sessions, as well as scenario engagements that are led by an experienced CIO Advisor and are tailored to the individual needs of the IT organization. The sessions are designed to address areas of inherent and unconscious biases and ambiguous D&I areas.
- Workshop participants are encouraged to engage in “real talk” dialogues to discuss areas that may be revealed in survey results and identify challenges from multiple perspectives. The objective is to acknowledge problem areas and discuss solutions on how changes can be made to move forward to create a more diverse and inclusive environment.

Workshop Agenda

Pre-Work

The team will take part in a survey prior to the engagement that focuses on D&I issues (see above.). Results will be compiled, and a needs-analysis call scheduled to review identified gap areas.

Alignment

A CIO Executive Council moderator will introduce the session to outline the workshop format and briefly detail why D&I is important to the IT organization and why changes should be made if necessary. This will be followed by a presentation from a CIO Advisor, who will present his/her thoughts on actual experiences and provide details on the appropriate strategic vision that should be adopted by IT in today’s world from a hands-on and practical viewpoint. This stage ensures that participants understand the programs objectives and the workshop’s proposed goals and outcomes.

Assessment

The team members will take part in the first of two working discussion groups, this one consisting of scenarios presented to sub-groups that align with key challenge areas revealed in the survey findings and D&I Gap Analysis. The CIO Advisor will then present findings from the survey, relate them to the target organization and compare with peer companies, and identify opportunities for improvement. Participants then take part in a second session that separates them into sub-groups to consider D&I solutions. This stage enables workshop participants to reflect on and leverage the knowledge obtained from the discussions and presentations.

Ideas into Action

The CIO Advisor and participants will engage in an interactive discussion, developing an action plan and creation of a roadmap to address the previously

identified domains warranting improvement and reveal what teachings throughout the session they have learned and would do differently. This stage ensures that workshop participants have specific, actionable steps for achieving desired business objectives.

Post Workshop Output

Executive Debrief

The CIO Executive Council will deliver electronic copies of all presentations and workshop materials. The Council will also create and deliver an Executive Debrief report to summarize the output of the workshop, including:

- Initial Survey Results from pre-work survey
- Recap of brainstorming scenario and solutions segments
- List of related CIO Executive Council/IDC research material (Recommended Reading)
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Support & Measurement

- CIO Executive Council (CEC) project management team will ensure all timelines and milestones are met in support of execution.
- CEC project team design of content and manages all logistical items related to preparation, delivery and support of the engagement(s).
- CEC oversees the design of overall agenda development and integration of speaker(s), facilitator(s).
- CEC project team handles communication and engagement plan for participants and presenters.
- Individual presentation preparation meetings held prior to session date for all deliverables.
- Includes any relevant pre-work assignments, tools, and frameworks for each individuals’ use moving forward.

About the CIO Executive Council

The CIO Executive Council was founded nearly two decades ago to serve the evolving, challenging, and demanding role of the Chief Information Officer. Through our community of thought-leaders, and industry professionals we provide the tools and resources that bring the CIO, and their team, to the next level.

The CIO Executive Council is a resource and support network for IT executives looking to advance their careers, share experiences and success strategies with other professionals, and connect with peers to make better-informed decisions. We provide each member with a custom engagement experience, including peer-to-peer interactions, a deep industry knowledge base, a range of professional development/mentoring/coaching programs, and media/public relations opportunities that are tailored to your strengths and career goals.

EXECUTIVE CONNECTIONS

Our global network of community members, academics, business leaders, CIOs, and influential editors and researchers join to support the IT profession. Through your membership you will engage with like-minded leaders on a specific challenge in a vetted, private environment. Our leaders are bold and candid in providing feedback on your immediate needs – making it relevant now.

BRAND MANAGEMENT SERVICES

Our Brand Management Services focus on elevating an IT leader's personal brand and recognition of the organization by providing members with a public platform to share initiatives and achievements to a broad executive audience. By identifying event and media opportunities where members can provide

TRANSLATE INSIGHTS INTO ACTION
with the world's largest community of technology/IT executives and networking opportunities designed to facilitate candid peer-to-peer engagements and sharing of best practices.

details on digital transformation initiatives, talk about the integration of IT and business and highlight the use of innovative emerging tech solutions as business enablers, the Council provides public platform for members to share their thoughts and ideas, while contributing to the advancement of the IT profession.

PATHWAYS

Pathways is an accelerated leadership program designed to provide solution-oriented programming reinforced with mentoring and coaching. These services and options elevate your team by leveraging their strengths and identifying specific areas for personal and professional development. They also strengthen your leadership bench to accelerate IT's value within your organization. Specific areas of concentration include:

- CIO Executive Coaching
- Women in IT Leadership Coaching
- CIO Group Mentoring Certification Program

CIO ADVISORY SERVICES

Corporate Officer Advisory Services are designed for CIOs striving to advance in their career to the next level and earn recognition as corporate officers, as well as technology leaders. Our exclusive bench of IT leadership talent includes recognized, award-winning CIOs who have achieved corporate officer status and can share their experience and expertise in gaining credibility and business support.