



EQUIPPED

LEADERSHIP & MANAGEMENT MASTERY

LEADERSHIP & MANAGEMENT MASTERY DEI ACADEMY

*A 14 Week Journey Towards Becoming The Inclusive
Leader You Were Born To Be*

Holistic HR Solutions



Building Inclusive Leaders

We all long to be a part of something.

Something vibrant. Something authentic.

At Equipped, we believe that we all have a part to play in the purposeful pursuit of peace.

Our Leadership & Management Mastery DEI Academy was created to empower leaders to fulfill their role as atmosphere setters.

Those that treat all employees as valued community members and contributors to the mission, well being, and sustainability of an organization.

This will be a 14 week transformative experience that will prepare leaders to become the inclusive vanguards that your teams need.

DEI Academy

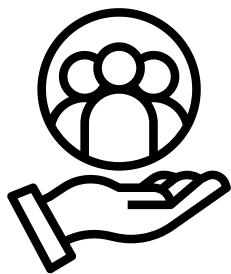
This academy focuses on each leaders individual internal development. Why? People that are whole have the ability to embrace authenticity. A culture that is authentic is one that is equipped for accelerated growth.

Going from good to great takes intentionality and a long term commitment to sustainable change. Our Leadership & Management Mastery DEI Academy has its roots in our Top Talent Performance & Development Philosophy.

This perspective is clear with its expectations, provides exceptional coaching and mentorship, and will prepare your leaders and managers to communicate your organization's goals and expectations.



Deliverables Include:



Group Gathering & Coaching Sessions

- 3 Group gatherings to discuss course content.
- 3 impactful and informative one-on-one 45 minute coaching sessions.

Additionally, leaders and managers will be able to contact our team directly via email or phone throughout the duration of the academy.



Mobile Online Course

- 3 engaging online courses to accompany group gatherings that include interactive checks, quizzes, scenarios and a short video on each topic. Courses can be customized upon request.



Measuring Success

- 3 Pre and Post Surveys that will assist in gauging each leader or manager's progress on their DEI journey with us. All results will be made available at the completion of The Academy.



DEI Academy Outcomes

Completion of The DEI Academy will result in your people:

- Learning that they do not have to feel threatened by the advancement of your organizations DEI initiatives
- Identifying and reducing biases that may hinder DEI centered hiring practices
- Authentically working through objections with empathy and understanding
- Becoming equipped to communicate with honor and compassion
- Becoming engaged and taking ownership of their role as contributors to a healthy team environment
- Truly learning what it means to be inclusive in their language and actions



Core Course Content

A look at the content that will be administered over 14 weeks

Core Course 1 - Leading Through The Lense of DEI

Topics Covered

- The Greater Calling Of DEI
- Identifying Implicit Biases
- Reducing Implicit Biases
- Hiring with D&I In Mind
- Healthy Communication Within D&I
- Discrimination Prevention
- Becoming An Advocate
- Embracing Authenticity
- Honorable Communication
- Cultivating Innovation

Core Course 2 - Honorable & Compassionate Communication

Topics Covered

- The Practice of Inclusive Language
- Communication In Times Of Crisis
- Assertive Communication
- The Role Of Trust In Communication
- Compassionate Communication
- Tone
- Listening
- Feedback
- Communication Styles
- Body Language
- Ethnicity, Ancestry, & Nationality
- Religion
- Components of Culture
- Engaging Intellectually
- Engaging Emotionally
- Engaging Practically

Core Course 3 - Becoming Servant Leaders

Topics Covered

- Servant Leadership
- Culture - Honor vs. Fear
- Ethical Intelligence
- Benefits Of Preparation
- Integrity
- Self Diagnosing
- Self Diagnosing Strategies
- Obstacles To Confidence
- Patience
- Readiness
- Courage Is A Choice
- Creating Healthy Boundaries
- Respecting The Rhythm Of Life

One-On-One Coaching & Direct Support



There When You Need

After taking our surveys and courses, each leader will take part in a 30-40 minute coaching call with one of our experts.

Each session will challenge them to dig deep, calling out the gold that lies within.

These sessions will target the development of each leader's personal and professional growth.

We will guide them through what they've learned through our courses, answer any questions they may have, and provide them with practical objectives to put into practice until our next session.

Leaders and managers will also have access to our experts via phone and email throughout the duration of the DEI Academy.

Example Outline For Month 1

June 1st

- Kick-off event
- Equipped full team, along with your organization's leadership, will communicate goals, expectations, and outcomes that The LMM Academy will provide for each participant
- This event will be approximately 1 hour

June 2nd

- Take initial survey
- This will help us gauge what approach we will take in implementing our three core courses and coaching sessions
- This survey will be completed online and will take approximately 15 minutes

June 6th

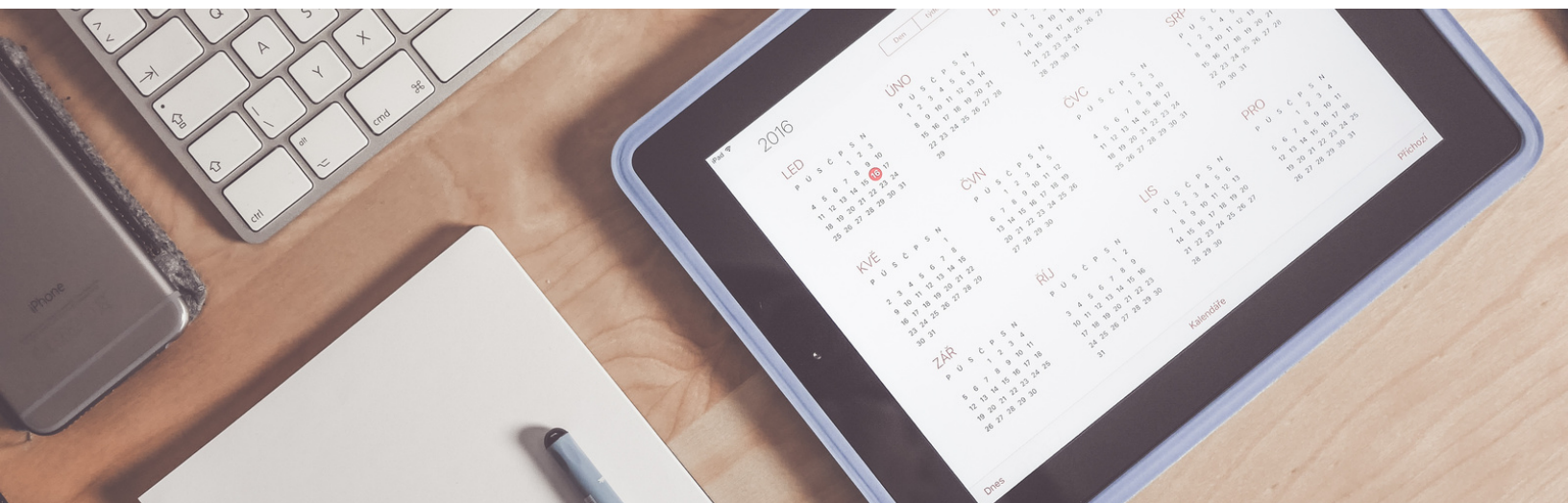
- Take first core LMM course
- This will help prepare the leader or manager for their one-on-one coaching sessions
- This course will be completed online will take approximately 30-40 minutes

June 8th

- Complete first one-on-one coaching session
- This session will equip your leader or manager to practically apply all that they've learned in the core course
- This coaching session will take place virtually and take approximately 30-40 minutes

July 1st

- Monthly Group Gathering
- Leaders and managers will be given a live teaching on the coming month's course, break into smaller groups for connection and conversation, then be able to submit questions to be answered by the Equipped Team
- This event can be a seminar or webinar and will take approximately 1 hour





CERTIFICATIONS



NAICS CODES

- 611430 Prof. & Management Development Training
- 541612 HR Consulting Services
- 923130 Administration of HR Programs
- 541720 Educational Curriculum Development Services
- 611710 Educational Support Services

CONTACT INFO

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Who We Are

Equipped is a holistic HR solutions enterprise that focuses on individual internal development. We provide Professional & Organizational Development with wholeness at the center. Why Wholeness? We believe people who are whole have the ability to embrace authenticity. A culture that is authentic is one that is equipped for accelerated growth. Our approach is one that Values, Embraces, and Celebrates all, never "Us vs. Them."

Our Solutions

Diversity, Equity, & Inclusion Implementation

For Corporations, Organizations and School Districts

- DEI Seminars & Webinars
- Listening & Learning Circles + Healing Circles
- DEI Event Facilitation
- One-On-One Coaching Support
- Online Course Support

Leadership & Management Mastery DEI Academy

Taking Leaders From Great To Greater

- DEI Leadership Training
- Racial Equity & Bias One-On-One Executive Coaching
- Top Talent Development
- Online Course Support

Customized Solutions

Meeting Your Specific Needs

- Cultural Assessments
- Custom Online Course Creation
- Individualized DEI Implementation

Online Course Library



A plethora of 3-5 minute videos, filled with engaging and interactive "Snackable" content.

Accessible in our LMS or for Individual use with translations available for 10+ Languages.

Courses Include:

- Diversity & Inclusion in the Workplace
- Effective Communication & Healthy Communication
- Equity & Bias
- Practical Wellness
- Anti-Harassment & Anti-Discrimination
- And many more...