



BROADENING **Diversity**

OPTIMIZING **Development**

INCREASING **Engagement**

The Power of Inclusion

San Diego Urban League
Diversity Summit



Presented by:
Mike Hyter, President & CEO
Novations Group, Inc.

BUILDING THE CAPACITY OF INDIVIDUALS AND ORGANIZATIONS WORLDWIDE

Diversity and Inclusion

DIVERSITY DEFINED

The presence of differences that make each person unique, that can be used to differentiate groups and people from one another.

INCLUSION DEFINED

The full engagement and development of all associates.

Development is the answer.

Key Components for Diversity/Inclusion Initiatives

BUILDING A FOUNDATION

Assessing the business case and your organizational goals

LEADING DIVERSITY

Aligning goals and developing leaders to ensure that organizational goals are achieved

DESIGNING AND MEASURING DIVERSITY

Building the systems and supports to ensure success

CREATING A CULTURE OF INCLUSION

Refining and expanding a system domestically and globally

Diversity & Inclusion Today

What's Evolved Over the Past

Ten years?

Inclusion added to
the discussion

Diversity
broadened beyond
gender and
race/ethnicity

Emphasis on
development, not
legal compliance

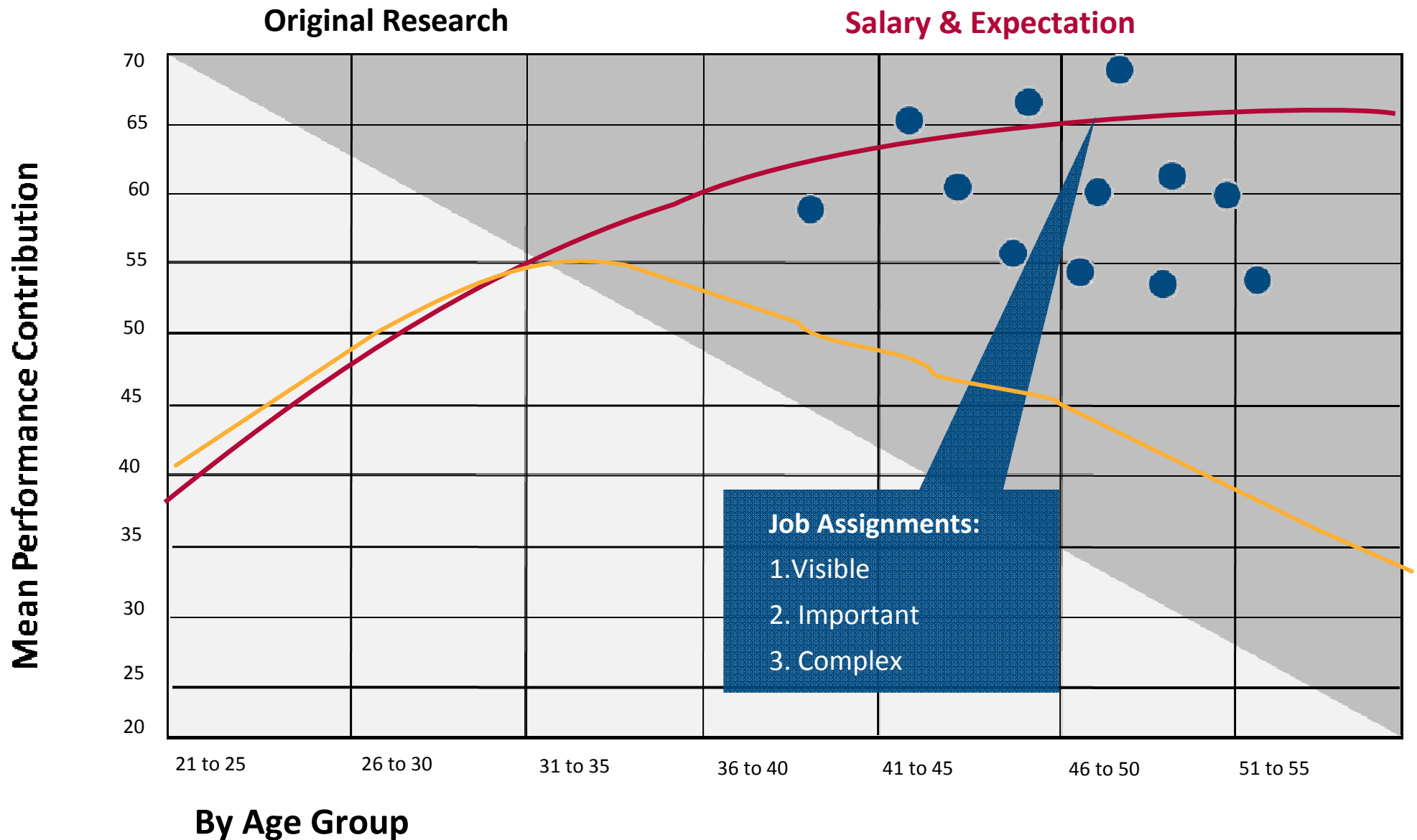
Challenges

Biggest Challenges

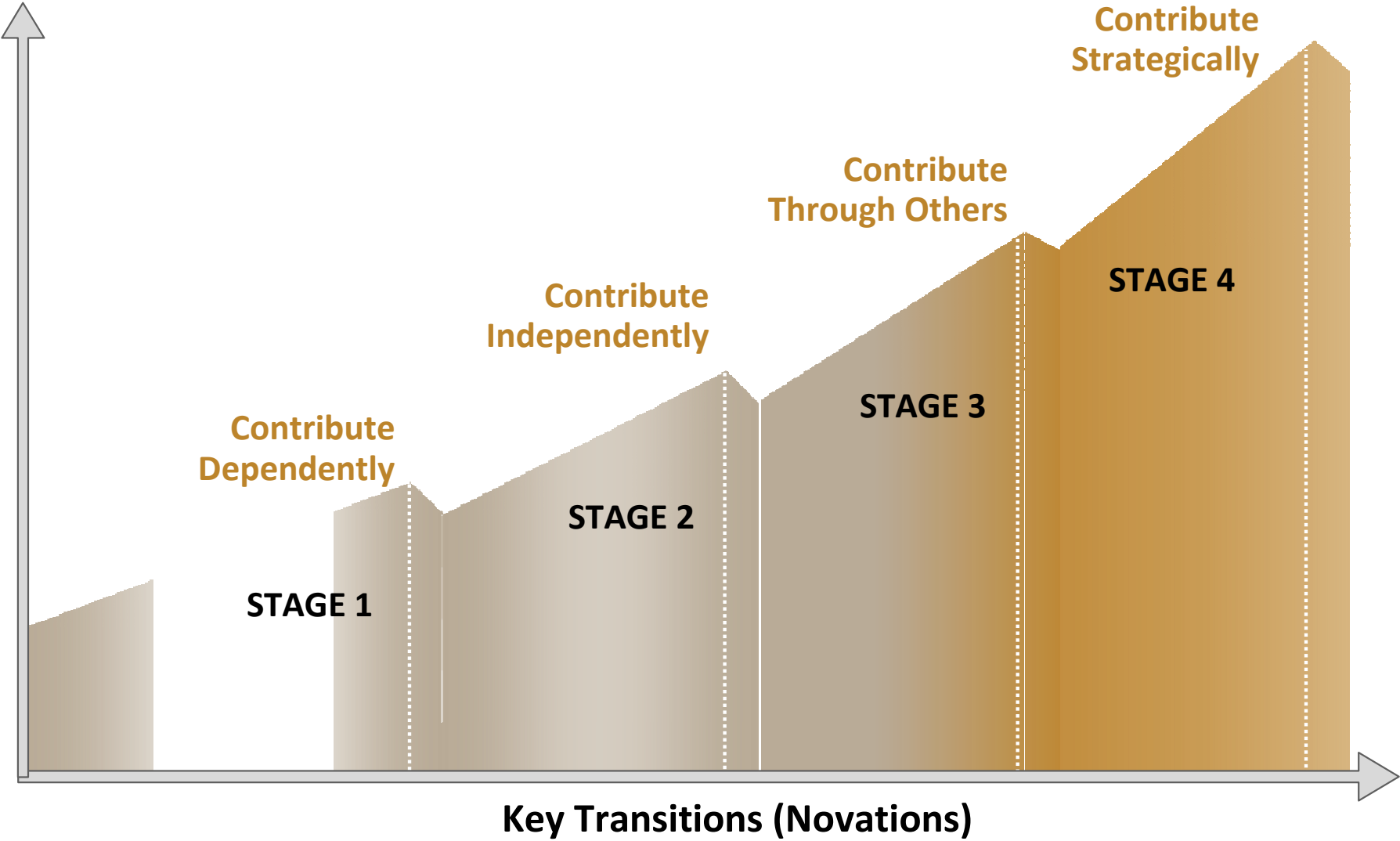
- Leaders give lip service, but no deep commitment
- Insufficient understanding and support of the business case
- Lack of talent development/management efforts for under-represented groups
- Lack of measurement to show progress and inform improvement



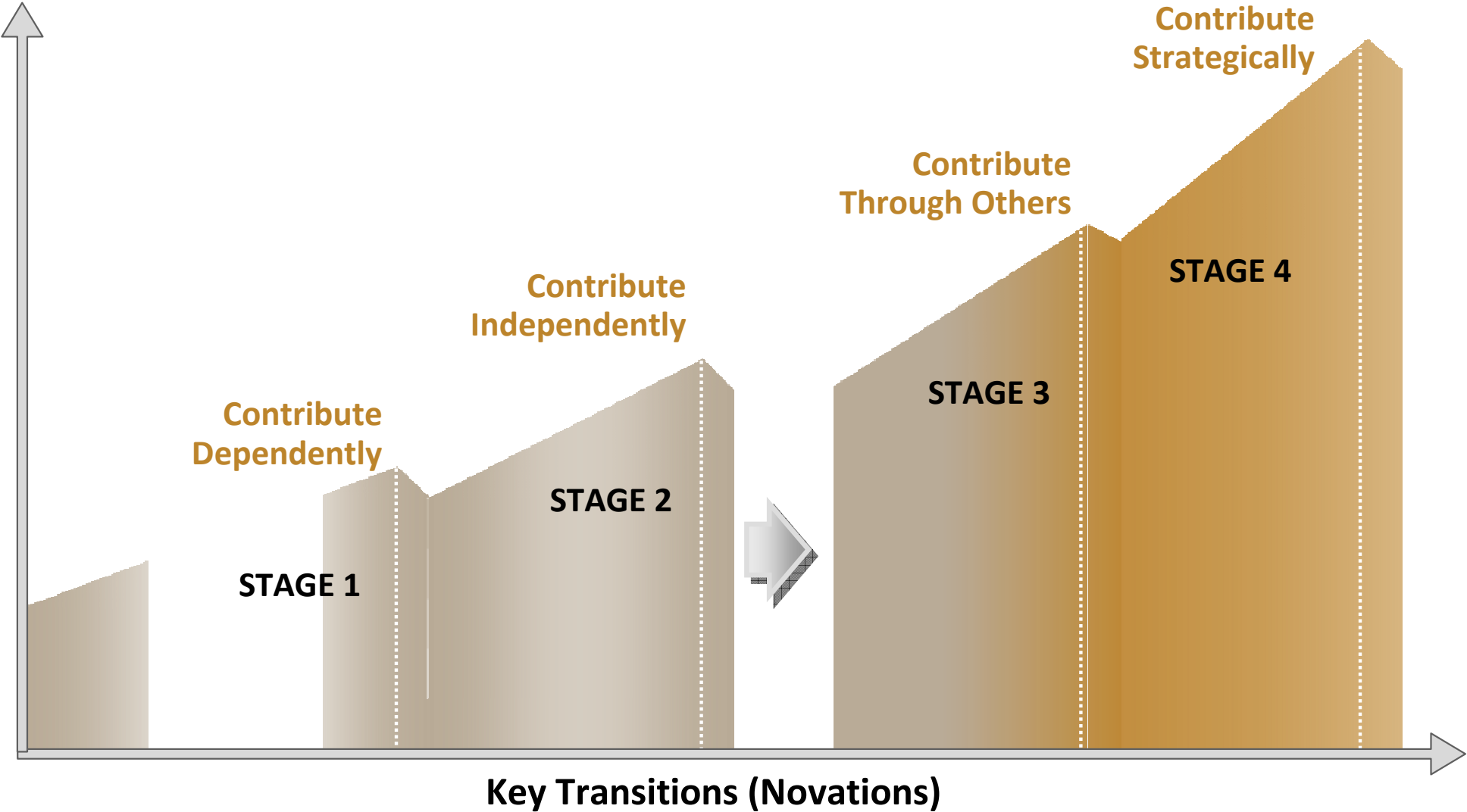
The Original Research



Four Stages[®] of Contribution



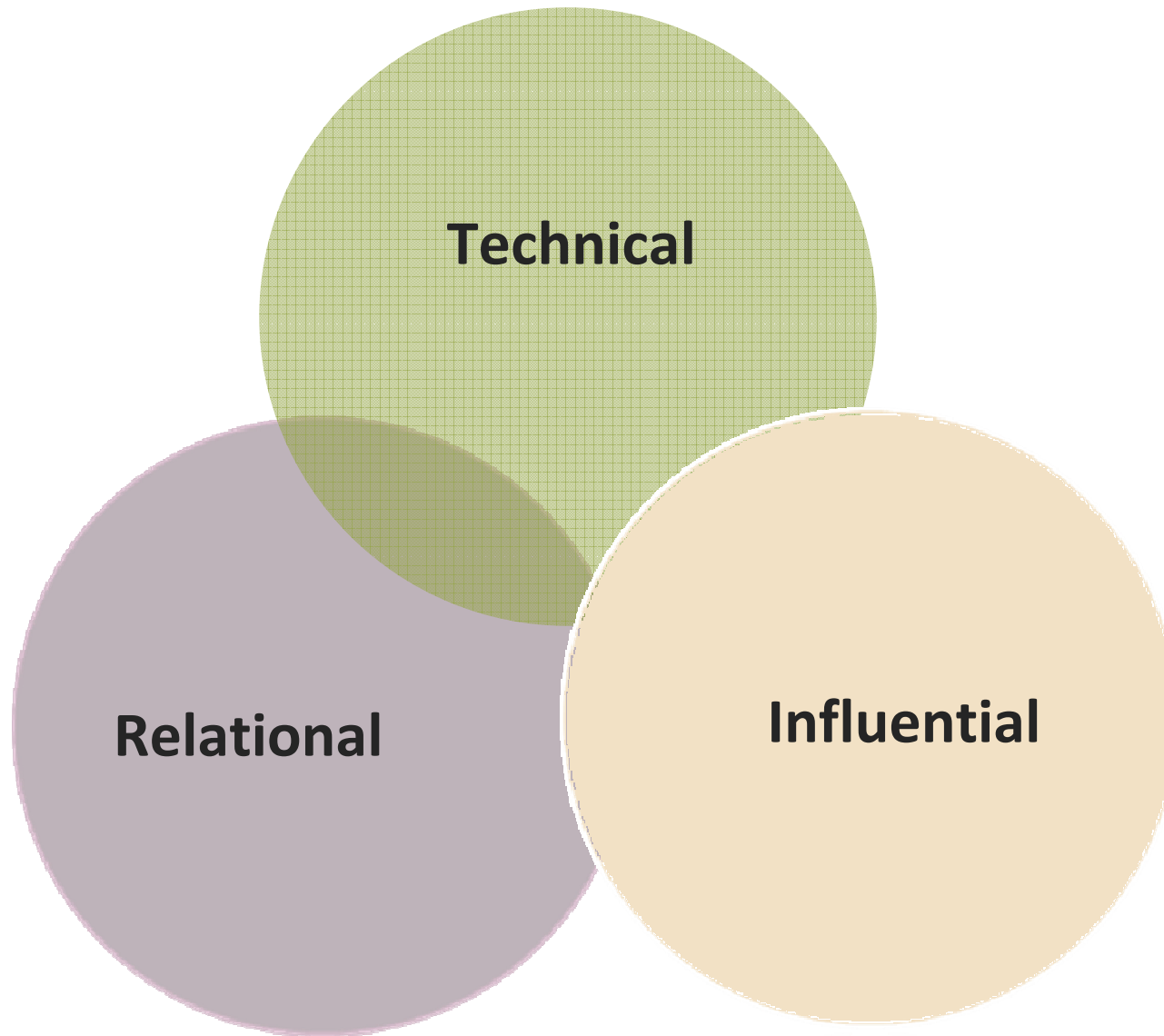
Four Stages[®] of Contribution



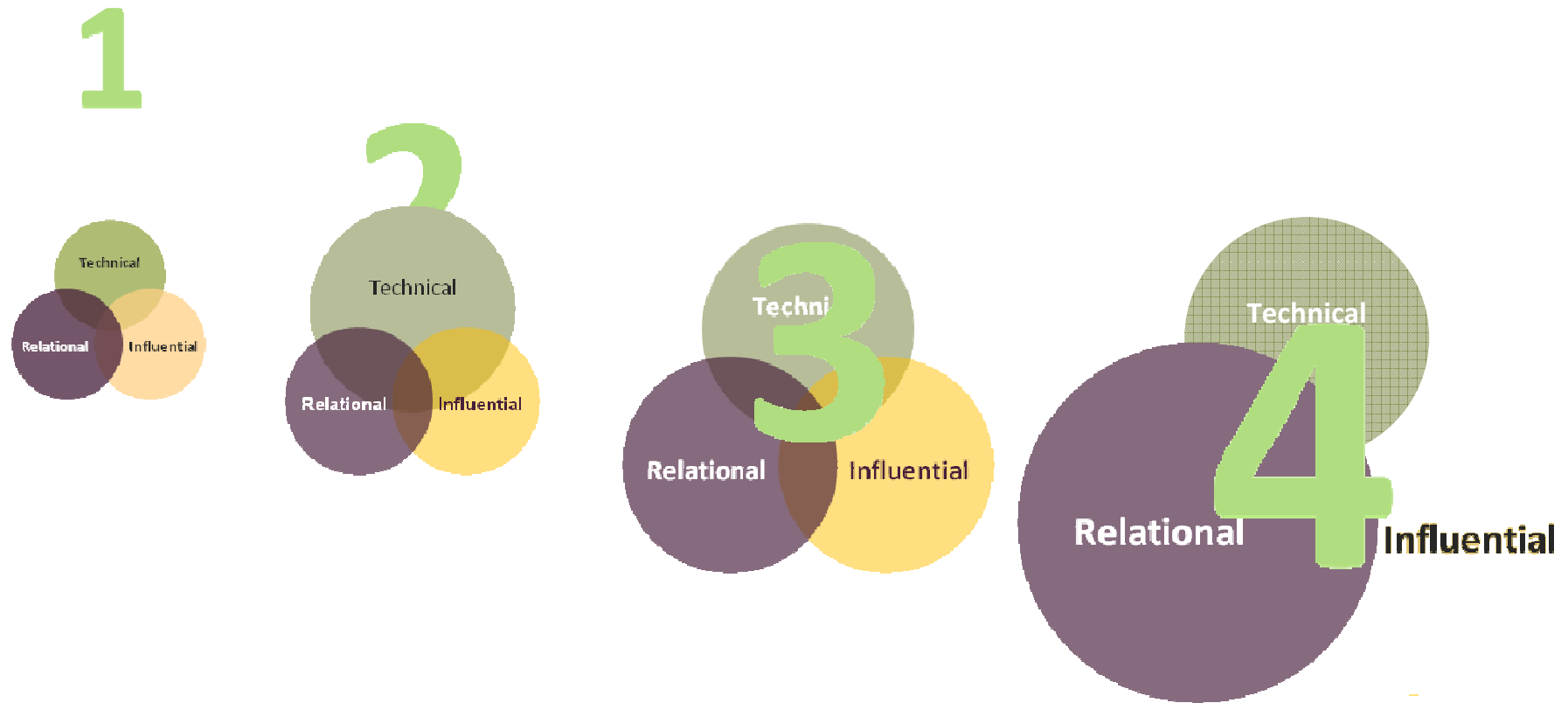
Two Contrasting Mindsets

	Fixed-Capacity	Capacity-Building
Belief	Abilities assumed to be innate	Capacities are built through effective effort
Actions	Unequal distribution of assignments	Coach to stimulate development
Outcomes	A limited number of people get developed.	Focus on development for all

Build Skill in Three Areas



Shift the Focus through the Stages



Summary

1

Focus your inclusion initiative on building the capacity of *all* people.

2

The more individuals who are operating in Stages 3 and 4, the bigger the capacity your organization has for solving complex problems.

3

Build Stage 3 and 4 capacity by identifying opportunities for people to develop the influence and relational skills that maximize their contribution.

4

Provide the necessary support and resources for the learning required to novate through the stages.

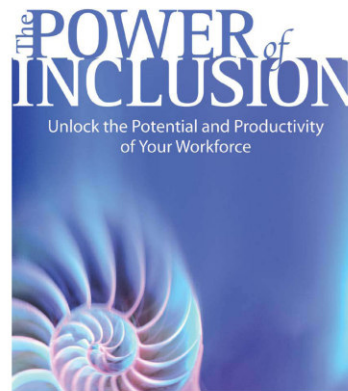
5

Track progress as a means to gauge success and provide feedback for improvement.

Keep the Momentum Going

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MICHAEL C. HYTER • JUDITH L. TURNOCK

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Unlock the Potential and Productivity of Your Workforce

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This book makes a business case for a new inclusive model of human resource development, driven by the demands of increasingly diverse workplaces and continuing expansion of the global economy. It demonstrates that people who succeed often acquire their talent because of the development attention they have received, and it shows how to create a culture of inclusion and development to unlock employee potential and productivity.

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About Mike Hyter

 **Michael C. Hyter** is President and Chief Executive Officer of Novations Group, Inc. Throughout his career, his work with executives in Fortune 1000 companies has resulted in organization-wide initiatives that have enhanced the business objectives of those organizations.

Mike is the author of *The Power of Inclusion* as well as articles on business management practices. [Read More About Mike](#)

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