

## **Valuing Diversity: How to Connect in Cross-cultural Conversations**

### **Seven Signs an Organization Lacks Cultural Intelligence (CI)**

1. Excludes colleagues and clients with words and actions
2. Stifles conversation because unable to appreciate different perspectives
3. Faces fighting between departments or groups
4. Fails to attract, retain & promote diverse talent
5. Suppresses ability to reach and relate to new people and markets
6. Experiences low employee engagement, innovation and risk-taking
7. Has tardiness and high turnover

**Does Having Diversity in Your Workplace Feel More Like Drama and Less Like Productivity?** With today's demographic shift, diversity in the workforce and customer base is a must to attract, retain and promote top talent and reach a greater market. Unpack critical characteristics for effective multicultural team productivity. In this interactive workshop led by Dr. Amy Narishkin, learn how and why diversity is only profitable when CI is present.

### **Why Build Cultural Intelligence?**

Companies with the most ethnic diversity on their executive team are 43% more likely to experience higher profitability. (McKinsey & Co., 2017)

### **In this Introductory Workshop, participants will:**

- Discover the value proposition for creating a diverse organization where everyone feels value, heard and engaged.
- Learn the stages of CI to attract, retain & promote diverse talent and clients
- Find out how to reach the stage of CI that increases employee and customer engagement

### **BIOGRAPHY:**



In order to achieve true return on investment and an engaging place to work, leaders must create a culture of safety and belonging. With a PhD in Adult Education and 30 years' experience in teaching, consulting, managing and research, Dr. Amy Narishkin is a thought leader, strategist and consultant helping organizations make the shift to Cultural Intelligence. Amy works with CEOs, management teams and those who want to take the lead in organizations to effectively implement the tools for Cultural Intelligence, collaboration and innovation for growth. Amy is also a Certified Administrator for the Intercultural Development Inventory (IDI). As a cross-cultural talk leader and successful entrepreneur, she coaches both individuals and organizational teams creating exciting, culturally intelligent places to work and interact. To jump start your CI, you can contact Dr. Amy and read her latest blog post at: <https://www.EmpoweringPartners.com/>

