



Sample Topics that can be Leveraged to Design DEI/Leadership Learning & Development Experiences

Note: This list is non-exhaustive of Leadership/DEIB-related topics, as we can customize any learning experience and work collaboratively with our clients to co-create the content based on desired learning objectives, behavioural outcomes, and overall activation experience

1. The Realities of Burnout and Overcoming It:

Discover the signs of burnout and learn effective strategies to prevent and overcome it, promoting a healthier and more sustainable work-life balance.

2. The Power of Storytelling: Building Bridges of Connection:

Explore the art of storytelling as a powerful tool for fostering empathy, understanding, and connection across diverse backgrounds.

3. Navigating a Multigenerational Workforce: The Value of a Generational Collective

Learn how to harness the unique strengths and perspectives of different generations to create a more productive and innovative workplace.

4. Prioritizing Radical Self-Care: Well-being is Your Superpower

Understand the importance of self-care for personal and professional success, and discover practical strategies to prioritize your well-being.

5. Inclusion as a Mindset: Growing as an Intentional Inclusionist

Develop a mindset of inclusion and learn how to take intentional actions to create a more equitable and inclusive environment.

6. Creating Allies and Advocates: Building Support Systems in the Workplace

Cultivate allies and advocates who champion your growth and inclusion in the workplace.



7. Cultivating a Culture of Belonging: The Key to High Performing Teams

Discover the essential elements of a culture of belonging and learn how to create a workplace where everyone feels valued and supported.

8. Conscious Inclusion: A Gateway to Trust and Connection

Understand the importance of conscious inclusion and learn how to build trust and connection with colleagues from diverse backgrounds.

9. Applying Intersectionality in DEI Work

Explore the concept of intersectionality and learn how to consider multiple identities and experiences when addressing diversity, equity, and inclusion.

10. Psychological Safety and its Impact on Belonging

Understand the importance of psychological safety and learn how to create a workplace where everyone feels comfortable contributing their ideas and perspectives.

11. Fostering Empathy in the Workplace

Develop empathy and learn how to connect with colleagues on a deeper level, fostering understanding and collaboration.

12. Imposter Syndrome: A Misdiagnosis

Understand the phenomenon of imposter syndrome and learn strategies to overcome self-doubt and build confidence.

13. Cultivating Your Personal Brand and Professional Brand

Learn how to leverage your unique experiences and perspectives to build a strong personal brand and advance your career.

14. Unlearning Misinformation About Equity

Identify and challenge common misconceptions about equity and learn how to promote a more equitable and just workplace.



15. Sponsorships: Gateway for Talent Upward Mobility: Mentorships Matter:

Explore the importance of sponsorships for career advancement and learn how to build supportive relationships.

16. Mentorships Matter: Gateway for Talent Upward Mobility

Explore the importance of effective mentorships for professional development and learn how to build supportive relationships.

17. Intentional Inclusion Leadership

From Awareness to Action: Understand the role of leadership in creating an inclusive workplace and learn how to take intentional steps to promote diversity, equity, and inclusion.

18. A Recipe for Effective Dialogue Facilitation: Hosting Brave Space Conversations

Learn how to facilitate productive and meaningful conversations about diversity, equity, and inclusion, fostering understanding and collaboration.

19. Navigating a Distributed Workforce with a Lens of DEI:

Explore how to foster inclusivity and belonging in a remote or hybrid work environment, ensuring equitable opportunities and communication for all team members.

20. The Intersection of AI & DEI

Understand the potential biases inherent in AI systems and learn strategies for developing and deploying AI technologies that are fair, equitable, and inclusive for diverse populations.

21. Unravel the Knot: An Inclusion Uncomplicated Learning Experience

Simplify complex DEI concepts, providing actionable strategies to create a more inclusive workplace culture where everyone feels valued and respected.



22. Inclusive Communications to Build a Healthy Work Culture

Discover effective communication strategies that promote understanding, empathy, and respect among diverse team members, fostering a positive and inclusive work environment.

23. What's Micro about Microaggressions?

Identify and address subtle, often unintentional, discriminatory behaviors that can have a significant impact on marginalized individuals, creating a more inclusive workplace.

24. Cultivating a Personal and Professional Brand

Learn how to develop a personal brand that authentically reflects your values and strengths, while also promoting diversity, equity, and inclusion in your professional journey.

25. Unmasking: The Authenticity Principle

Explore the importance of being authentic in the workplace and how authenticity can contribute to a more inclusive and equitable environment for all.

26. Resiliency in Change: Unifying to Evolve, Endure, and Excel

Develop strategies to navigate change effectively, fostering resilience and adaptability within diverse teams, while maintaining a commitment to DEI principles.

27. Allyship in Action: How to Step Up for Change

Learn how to become a strong ally for marginalized groups, taking action to promote equity and inclusion in the workplace and beyond.

28. Keys to Delegation and Empowerment

Discover effective delegation techniques that empower team members, foster a sense of ownership, and contribute to a more inclusive and equitable workplace.

29. Getting Started with DEIB: Your Practical Guide

Gain a solid understanding of DEI concepts and best practices, providing a foundation for implementing DEI initiatives in your organization.



30. Crafting a Powerful DEI Strategy Step-by-Step

Develop a comprehensive DEI strategy tailored to your organization's specific needs, setting clear goals, objectives, and action plans.

31. Navigating Tough Conversations: Choosing Courage over Comfort

Learn effective strategies for handling difficult conversations related to DEI, fostering open dialogue, and addressing sensitive issues with empathy and respect.

32. Mastering High-Performing DEI Councils

Explore the role of DEI councils in driving organizational change and learn how to create and lead effective councils that deliver tangible results.

33. Strategic Talent Recruitment: A DEI Lens

Develop inclusive talent acquisition strategies that attract, recruit, and hire diverse candidates, ensuring a more equitable and representative workforce.

34. Leading Inclusively: Practical Management for DEI Success

Learn how to cultivate an inclusive leadership style that empowers diverse teams, promotes equity, and fosters a positive and supportive work environment.

35. Measuring DEI Impact: Accountability & Metrics

Develop key performance indicators (KPIs) to track DEI progress, measure the effectiveness of initiatives, and demonstrate accountability for achieving DEI goals.

36. Empowering ERGs/BRGs: Building Strong Communities for Inclusion

Explore the role of Employee Resource Groups (ERGs) and Business Resource Groups (BRGs) in promoting diversity, inclusion, and belonging, and learn how to support their growth and effectiveness.



37. Self-Advocacy: Know Yourself. Know Your Worth

Gain the confidence to advocate for yourself by understanding and communicating your unique value effectively.

38. Establishing Effective Mentor Partnerships

Build meaningful mentor relationships that provide guidance, growth opportunities, and mutual support.

39. Recognizing & Responding to Bias and Microaggressions

Learn to identify biases and microaggressions and develop strategies to address them constructively.

40. Navigating Negotiations

Master negotiation techniques to secure outcomes that align with your goals and values.

41. The Power of Networking

Creating Strategic Relationships: Build a robust professional network by forming authentic, strategic connections.

42. Mastering Emotional Intelligence for Leadership

Harness emotional intelligence to lead effectively, foster collaboration, and empathize with challenges.

43. Leading with Purpose: Aligning Personal and Professional Values

Align your leadership style with your core values to create meaningful impact and drive success.



44. Creating Allies and Advocates: Building Support Systems in the Workplace

Cultivate allies and advocates who champion your growth and inclusion in the workplace.

45. Effective Communication: Finding Your Voice and Influence

Enhance your communication skills to express yourself with clarity, confidence, and influence.

46. Owning Your Narrative: Telling Your Story with Confidence

Craft and share your story authentically to inspire and connect with others.

47. Navigating Code-Switching: Authenticity vs. Adaptation

Balance authenticity and adaptation to thrive in diverse workplace environments.

48. Thriving in Leadership: Managing Expectations and Boundaries

Navigate leadership challenges by setting realistic expectations and maintaining healthy boundaries.

49. Strategic Risk-Taking: Embracing Opportunities for Growth

Learn to take calculated risks that drive innovation and personal growth.

50. Reclaiming Your Time & Energy: Time & Energy Management

Optimize your time and energy to focus on what matters most and achieve your goals.