



**March 13-15, 2018**

## **Diversity as a Strategic Change Process**

Our focus in this session is on the seven steps necessary to achieve meaningful culture change and a strategy for creating a culture of inclusion that is suitable and relevant to your unique organization. Gaining maximum advantage from diversity and developing more inclusive organizations requires much more than training. Diversity can best provide a strategic advantage when it is handled as a long-term organizational change process. The workshop is designed for D&I leaders and change agents such as chief diversity officers, consultants, diversity coordinators, diversity council members, human resource professionals, ERG leaders and those who have the responsibility for leading and implementing a diversity and inclusion strategy.



**Dr. Anita Rowe**, is a partner in Gardenswartz & Rowe, where for over 37 years she has helped a wide variety of clients such as Cox Communications, IRS, and Notre Dame University manage diversity, build productive and cohesive work teams, and develop inclusive organizational cultures. Anita and her professional partner, Lee Gardenswartz, have co-authored a series of books on diversity and inclusion, including *Managing Diversity: A Complete Desk Reference and Planning Guide*, *Diverse Teams at Work*, *Managing Diversity in Health Care*, and *The Global Diversity Desk Reference: Managing an International Workforce*.

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