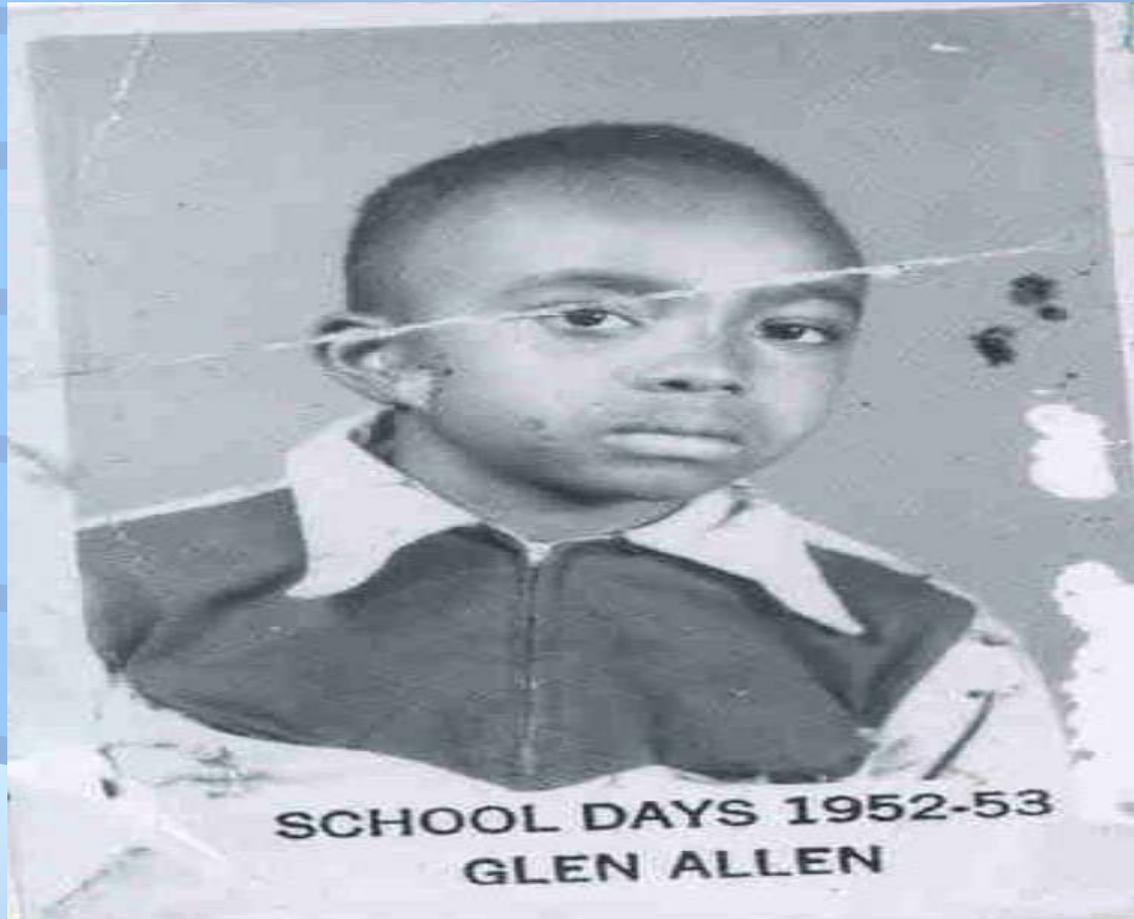


At The Core Of Diversity



Somebody Thought I Mattered!.

Diversity Education: A world-wide Conversation

- **Australia- Inclusion of the Aborigines**
- **Asia – Increasing Harmony between Hindus and Muslims**
- **South Africa – Adjusting to the removal of Apartheid**
- **European Union – Offered to develop capacity to include people across countries in the union and cultures**

Diversity Education in America



- 1960's - A response to the Civil Rights Movement**
- 1970's & 80's - Protect against and settle Civil Rights Lawsuits**
- The 21st Century - Accepting the reality of a diverse marketplace, Diversity Education's value is more tied to boosting Productivity and Innovation in an increasingly diverse work environment.**

The background of the entire slide is a close-up, slightly blurred image of the United States flag, showing the stars and stripes in detail. The flag is draped and appears to be waving, with the colors of the stripes and stars clearly visible.

DIVERSITY in the Workplace

The Gathering of **POSSIBILITIES**

Offered by Clifton Taulbert and The Building Community Institute
www.cliftontaulbert.com



Director Administration
and Management

Asst. to the Secretary of
Defense

Inspector General –
Department of Defense

Director – Cost
Assessment and Program
Evaluation

Director – Operational
Test and Evaluation

General Counsel –
Department of Defense

Assistant Secretary of
Defense

Commanders of the
Combatant Commands

Chairman: Joint Chiefs
of Staff

Directors of The DOD
Field Activity

Directors of The
Defense Agencies

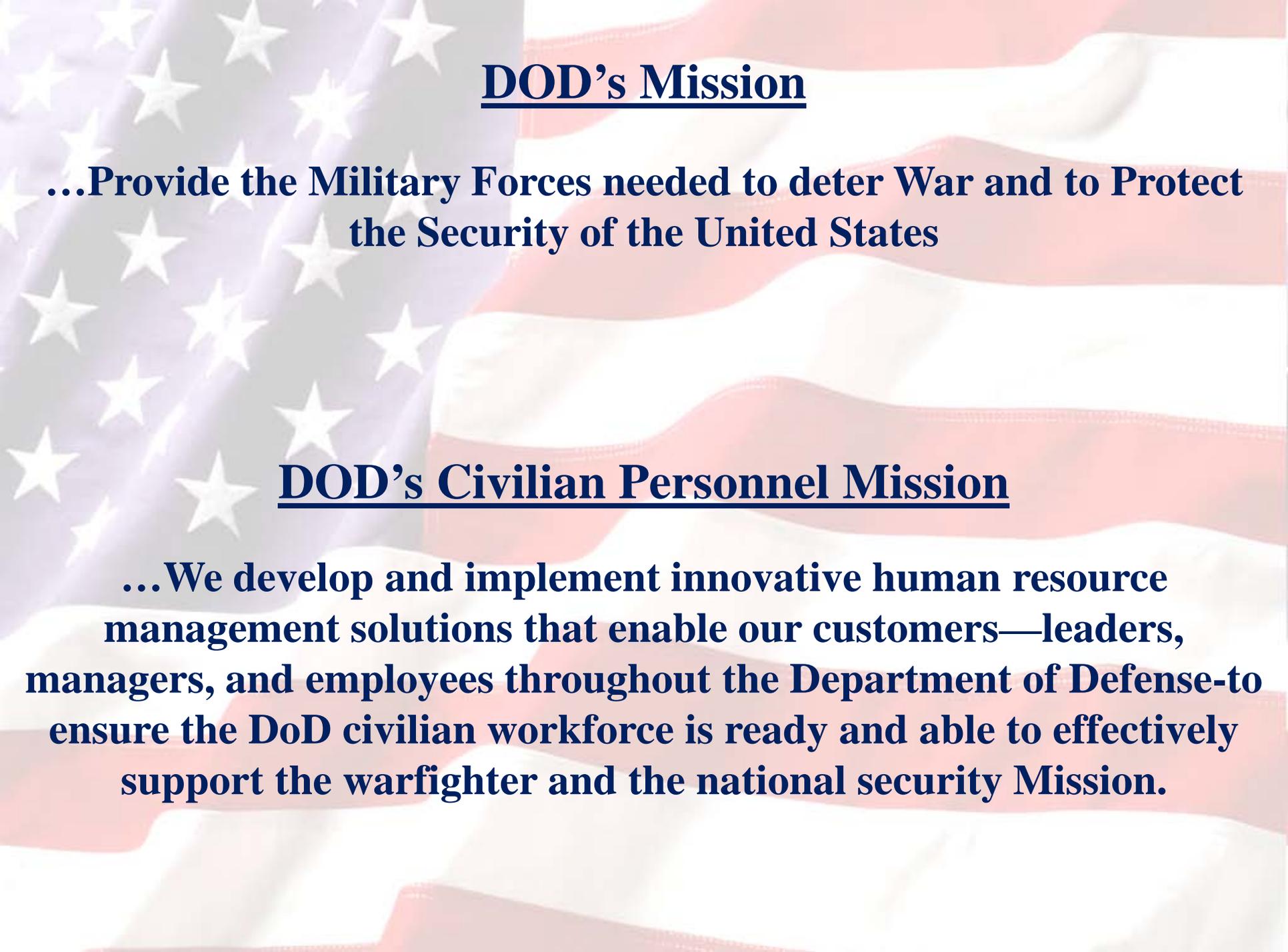
Director Net Assessment

The background of the slide is a stylized, wavy American flag. The stars are white on a light blue field, and the stripes are red and white. The flag is slightly faded and has a soft, ethereal quality.

MD-VF

Mission Driven

Maximizing the Human Potential – Embracing Diversity

The background of the slide is a stylized, wavy American flag with red and white stripes and a field of white stars on a blue background.

DOD's Mission

...Provide the Military Forces needed to deter War and to Protect the Security of the United States

DOD's Civilian Personnel Mission

...We develop and implement innovative human resource management solutions that enable our customers—leaders, managers, and employees throughout the Department of Defense—to ensure the DoD civilian workforce is ready and able to effectively support the warfighter and the national security Mission.

The background of the slide is a stylized, wavy American flag. The stars are white on a light blue field, and the stripes are red and white. The flag is slightly faded and has a soft, ethereal quality.

MD-VF

Vision Focused

Maximizing the Human Potential – Embracing Diversity

Shared VISION: Key to Embracing Diversity

“The VISION is a force in people’s hearts, a force of impressive power. It acts as the guiding force and a shared point of reference. A powerful vision will motivate, energize and inspire people in a certain direction by providing a shared goal and common caring.”

- Peter Senge

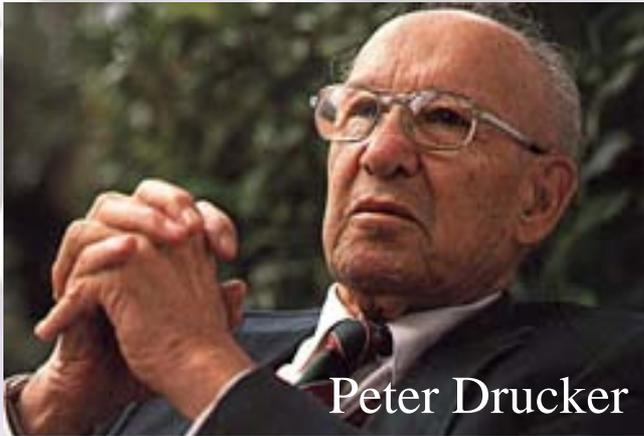
A Shared Vision...

1. Provides an effective way to design your plans of action
2. Promotes integration throughout the organization

The background of the image is a close-up, slightly blurred view of the American flag, showing the stars and stripes in detail. The flag is draped and wavy, with the blue field of stars on the left and the red and white stripes on the right.

DIVERSITY in the Workplace
the Gathering of **POSSIBILITIES**
Leadership Matters!

Leadership Setting Standards



Peter Drucker

“Leadership sets the values and the standards of an organization, not with speeches, but behavior.”

Behavior Matters!



“Your People will do what they see you do.”
- Bob Stevens: CEO, Lockheed Martin



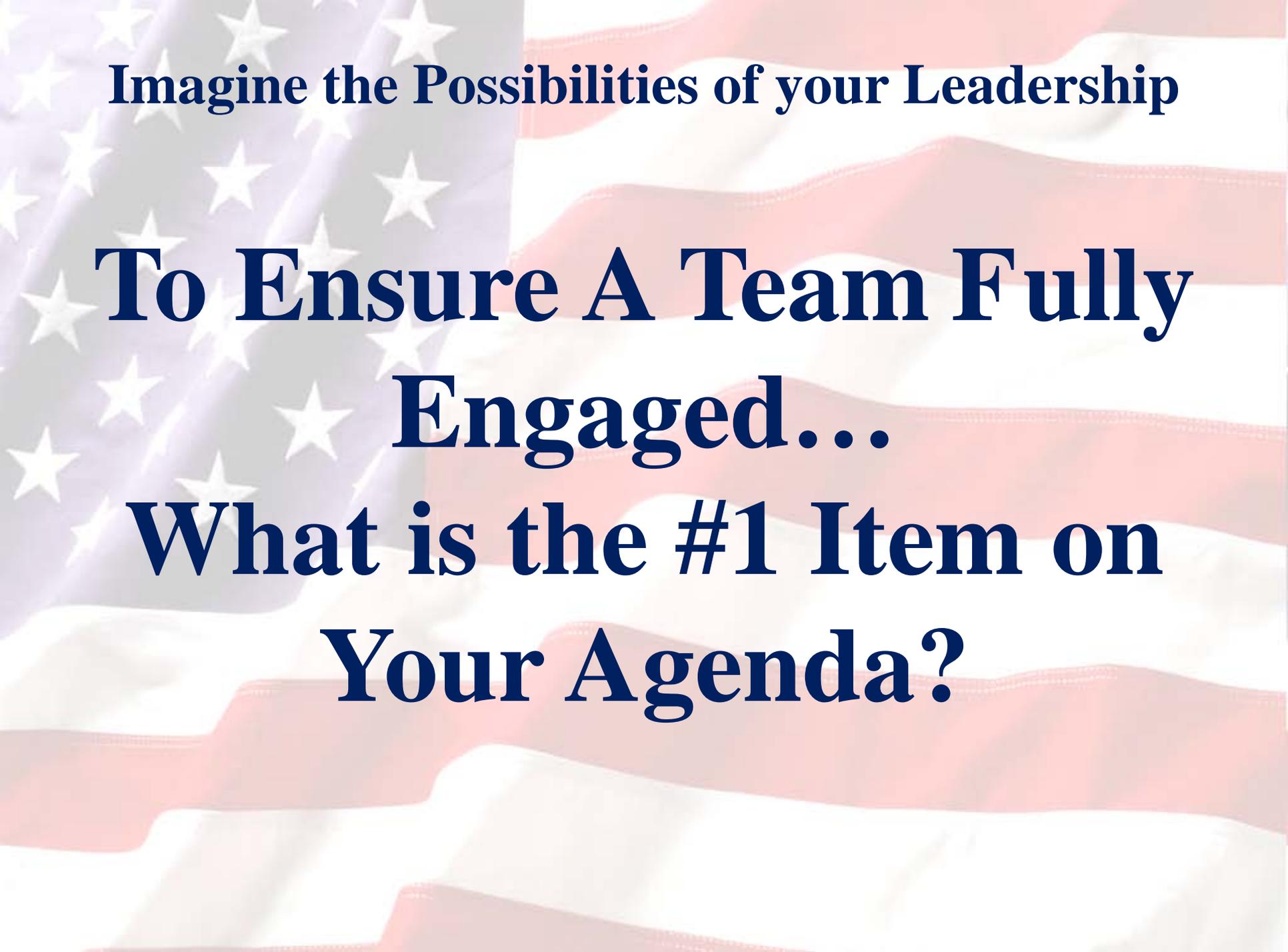
The background of the slide is a stylized, semi-transparent American flag. The stars are white and arranged in a grid on a blue field, while the stripes are red and white. The flag appears to be waving, with soft, wavy lines across the entire image.

Imagine the Possibilities of your Leadership

A Team Fully Engaged!

A Fully Engaged team is not automatic!

It's Intentional!

The background of the slide is a stylized, semi-transparent American flag. The stars are white and arranged in a grid pattern on a blue field, while the stripes are red and white. The flag appears to be waving, with soft, wavy lines across the image.

Imagine the Possibilities of your Leadership

**To Ensure A Team Fully
Engaged...**

**What is the #1 Item on
Your Agenda?**

Encountering Inclusivity



**I encountered Community branded by R.A.I.,
Respect, Affirmation and Inclusion**

All Three Energized My Commitment To Serve!

The Need For R.A. I. Has Not Changed...

RESPECT

AFFIRMATION

INCLUSION

Respect...

Looks like non-judgmental acceptance of others, valuing their contributions and speaking honestly of their efforts in their presence or in the presence of others.

Affirmation...

Looks like individual acts of validation support shared with another person privately or in the presence of others.

Inclusion...

Looks like an open and accepting environment where all are anticipated, welcomed and valued.

The background of the slide is a stylized, semi-transparent American flag. The stars are white and arranged in a grid pattern on a blue field, while the stripes are red and white, flowing across the image. The text is overlaid on this background.

Your Leadership is Critical!

Let's break open R.A. I.,

How should Respect Look in 2010?

How should Affirmation Look 2010?

How should Inclusion Look 2010?

The Impact of R.A.I.

RESPECT

AFFIRMATION

INCLUSION

R.A.I. Drives →

Individual Performance @ All Levels

R.A.I. Develops →

Operational Excellence

R.A.I. Delivers →

Personal Fulfillment

The background of the slide is a stylized, wavy American flag. The stars are white on a blue field, and the stripes are red and white. The flag is slightly faded and has a soft, ethereal quality.

**46 Years Later, An Energized
Commitment @ All Levels Still
Matters!**

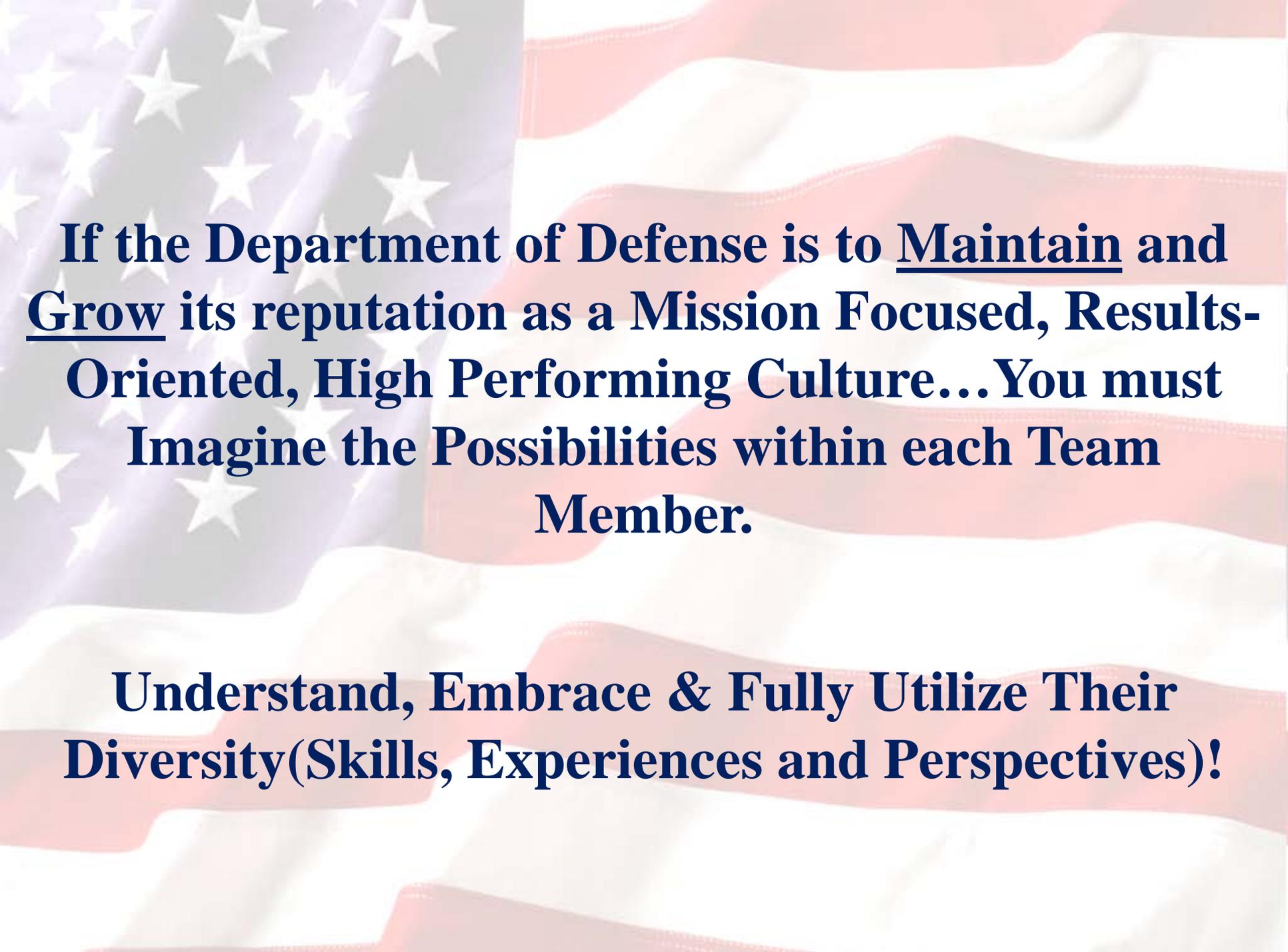
Your Leadership is Critical!

It Is Not A Marathon Race!

Mission Focused, Results Oriented & A High Performing Culture



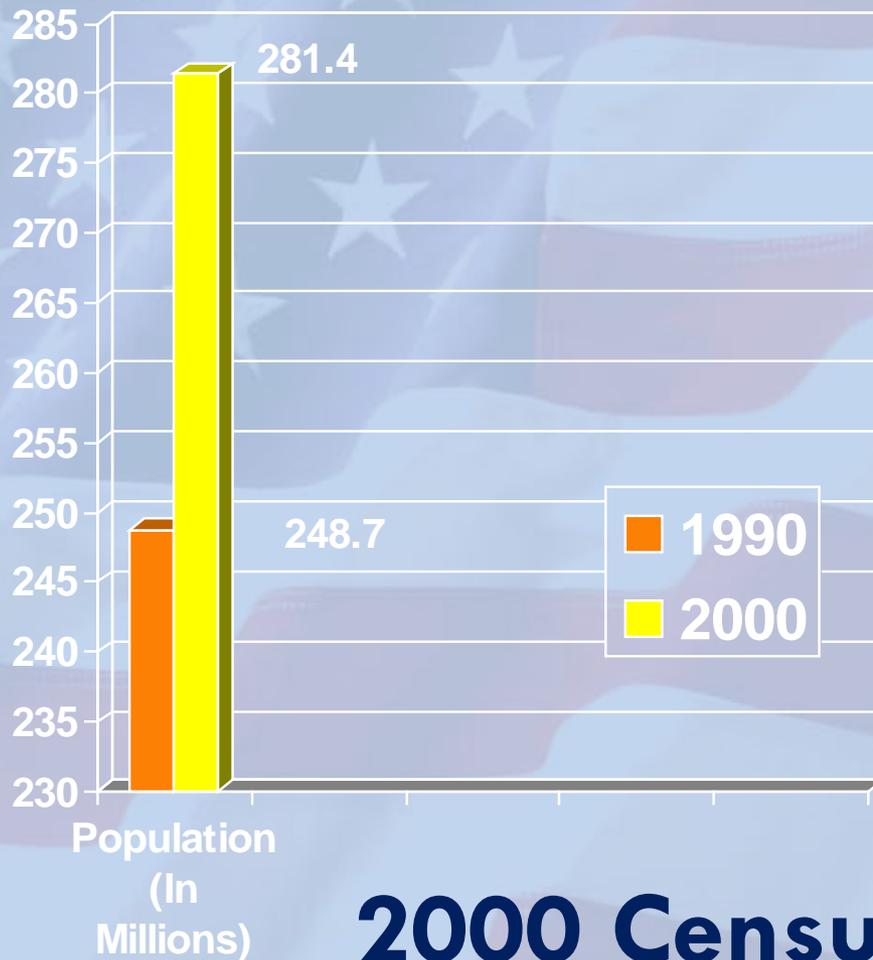
Leadership is Bringing Others Along!

The background of the slide is a stylized, semi-transparent American flag. The stars are white and arranged in a grid pattern on a blue field, while the stripes are red and white. The flag appears to be waving or draped across the frame.

If the Department of Defense is to Maintain and Grow its reputation as a Mission Focused, Results-Oriented, High Performing Culture... You must Imagine the Possibilities within each Team Member.

Understand, Embrace & Fully Utilize Their Diversity(Skills, Experiences and Perspectives)!

Our People/Our Diversity Source



- In 10 years, the population of the United States increased by 13.2%.
- This is the largest growth EVER in the history of the United States.



Our People: Our Possibilities

"I Offer My Skills, Experiences and Perspectives to the Team."

**...Discover Me, Connect
with Me!**

“If we do what we have always done, we will get what we have always gotten.”

Albert Einstein

Leaders, sometimes we have to Challenge our Mental Models

“Mental models are deeply held internal images of how the world works. Images that limit us to familiar ways of thinking and acting. Very often, we are not consciously aware of our mental models or the effect they have on our behavior.” – Peter Senge

Leaders - Diversity in your Workplace is...

your Reality

your Opportunity

your Challenge

your Priority

your Commitment

your Strategic Focus

The background of the image is a close-up, slightly blurred view of the American flag. The stars and stripes are visible, with the blue field of stars on the left and the red and white stripes on the right. The flag appears to be waving or draped, creating soft folds and highlights.

**The POSSIBILITIES within
our DIVERSITY...**

Your Team: Fully Engaged

Skills, Experiences and Perspective Maximized

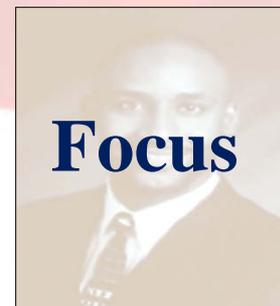
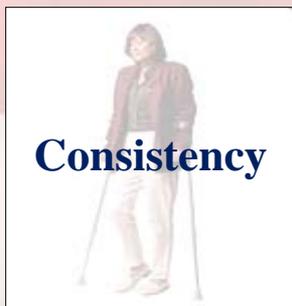
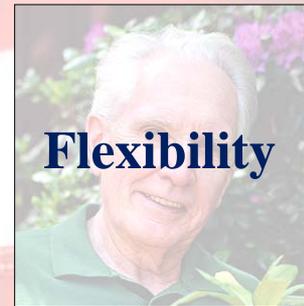
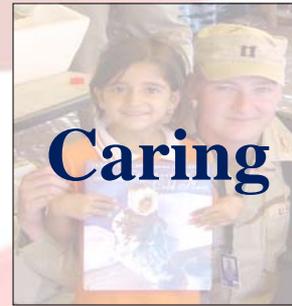
Personal Attributes Your Mission Needs

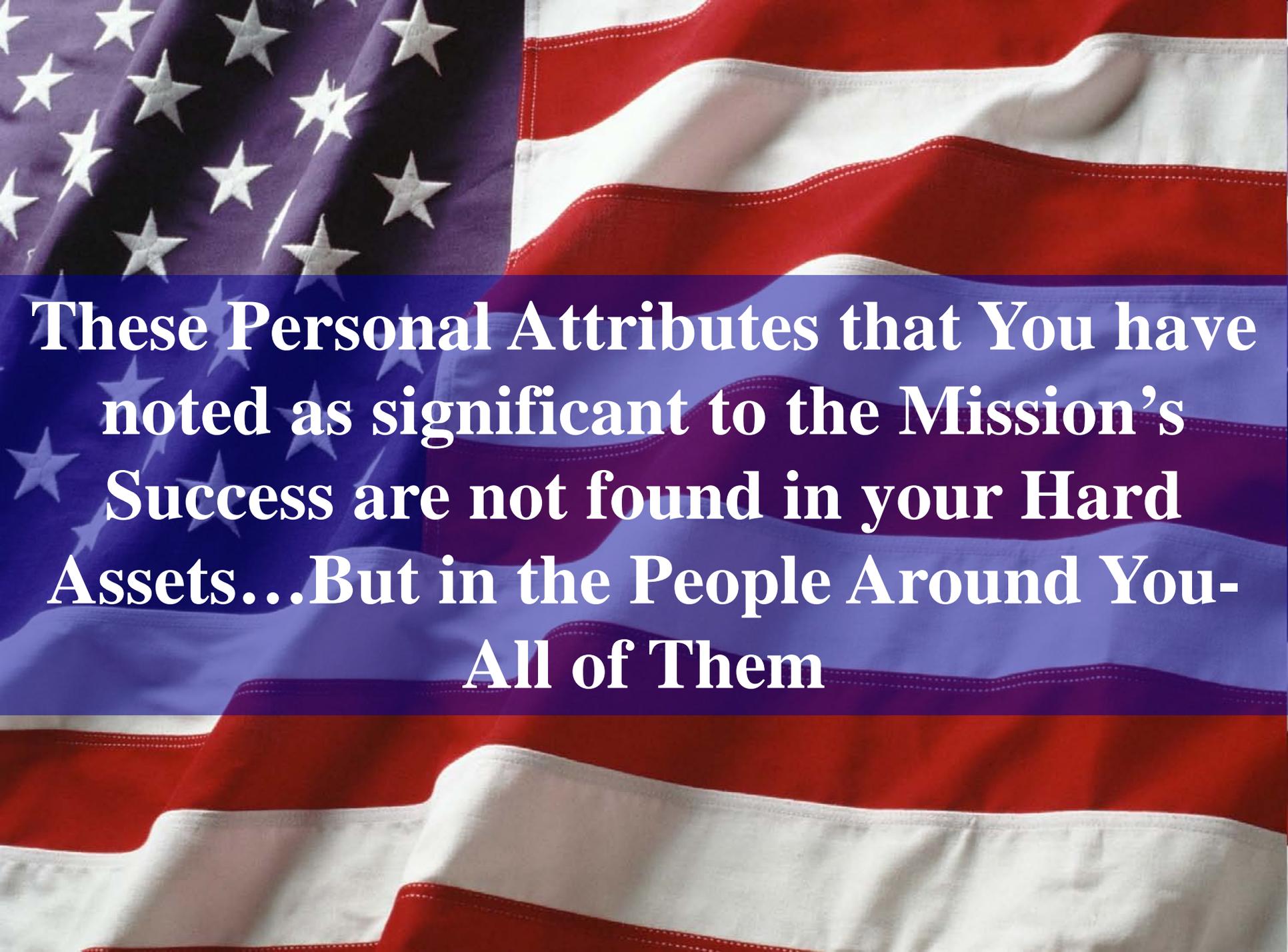
**Trust, Vision, Integrity, Intelligence, Honesty,
Flexibility, Courage, Compassion, Consistency, Agility,
Boldness, Conviction, Authenticity, Motivator, Focus,
Strategic Mind-Set, Accountability, Commitment,
Listening Skills, Caring, Effective Personal Skills,
Values, High EQ, Objectivity, Sense of Purpose,
Confidence, Communication Skills, Decisiveness,
Technical Knowledge, Superior Cognitive Ability**

Your Team: Fully Engaged

Skills, Experiences and Perspective Maximized

Your Mission Source -



The background of the image is a close-up, slightly blurred view of the American flag, showing the stars and stripes in a wavy pattern. The text is overlaid on a dark blue horizontal band that spans the width of the image.

**These Personal Attributes that You have
noted as significant to the Mission's
Success are not found in your Hard
Assets...But in the People Around You-
All of Them**

Leaders: Build the Culture to Maximize their Presence

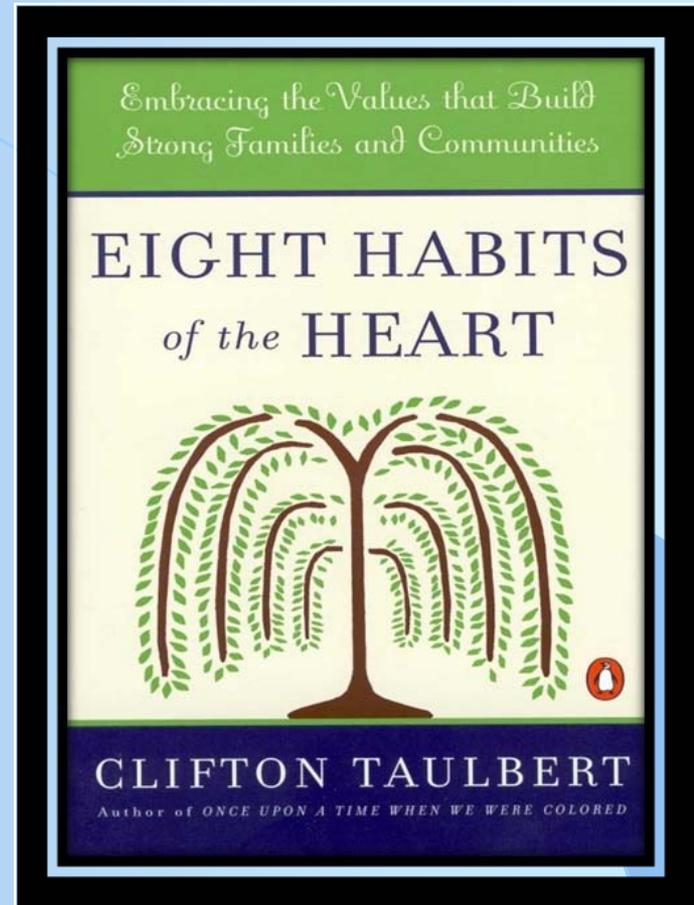
“Building Community is key to ensuring an environment branded by Respect, Affirmation and Inclusion.”

– Clifton L. Taulbert

“Building Community is your commitment to ‘wholeness’ within the various agencies and departments. This process allows for pluralism and diversity to not be swallowed up by homogeneity and likewise for pluralism and diversity to not be a constant threat to a shared vision.”

– Dr. John W. Gardner

The Power of Community is a stabilizing force in the face of history and change. Community brings about Intentional Unselfishness and a greater sense of inclusivity as timeless principles are embraced and lived out.

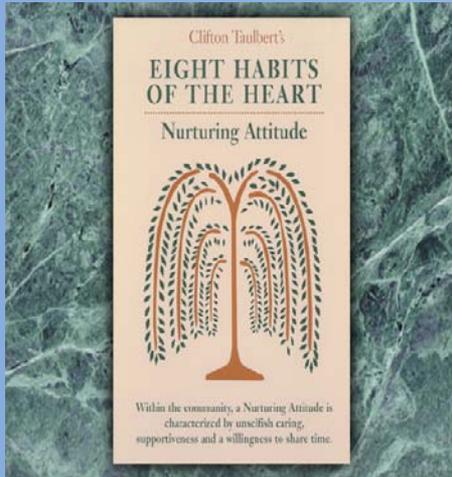


THE EIGHT HABITS OF THE HEART
Leadership Tools

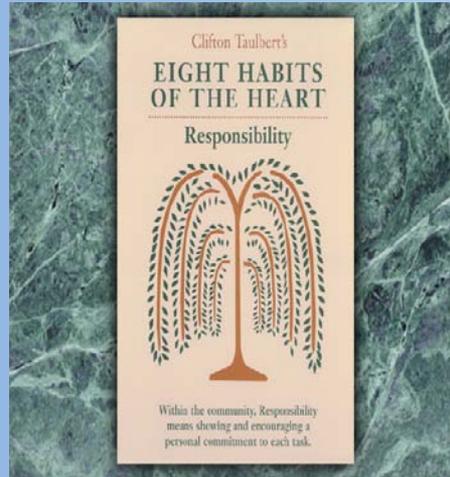
Powerful & Transformative Leadership Principles

Timeless & Universal

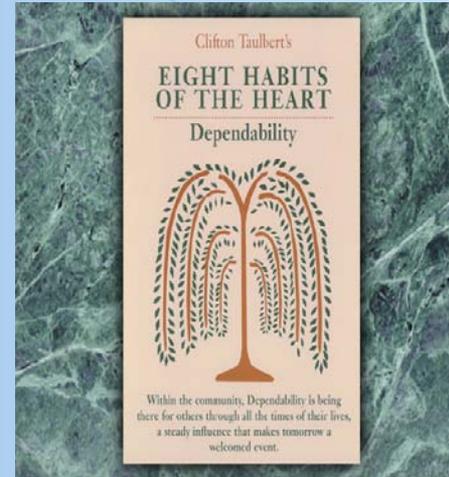
Actitud Cultivadora



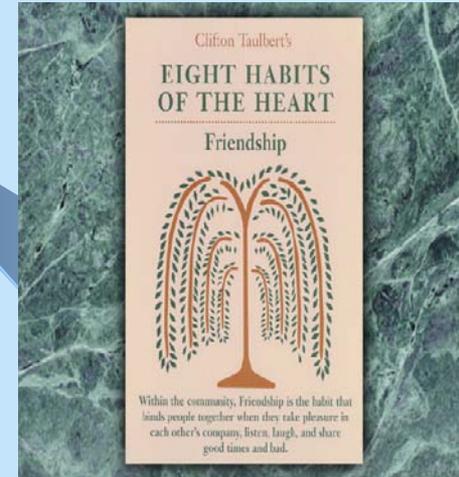
Responsabilidad



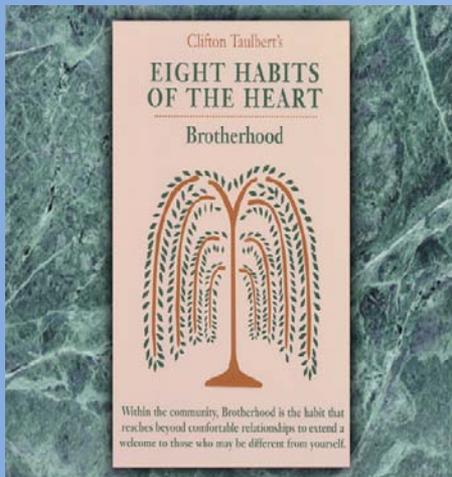
Confiabilidad



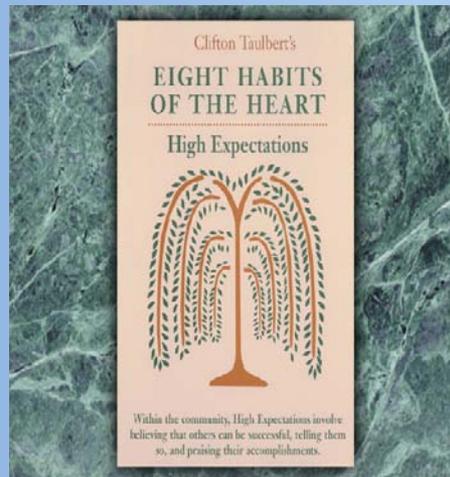
Amistad



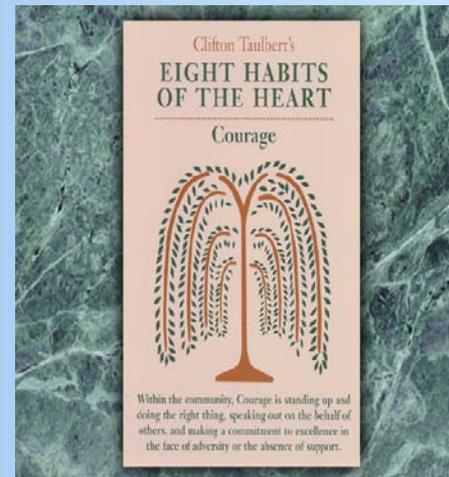
Hermanidad



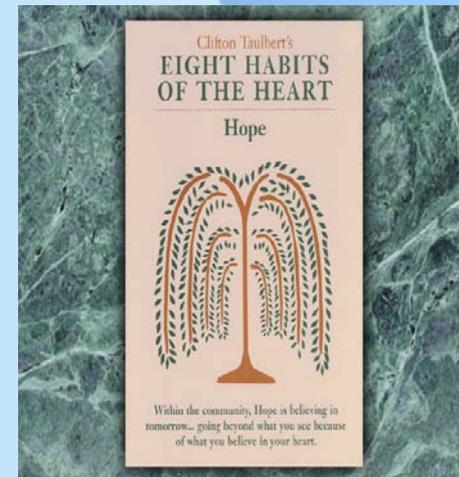
Altas Expectativas



Valentia



Esperanza





**Thank you for
Slowing Down...to Lead**

**America will be
Better Served!**

SLOW DOWN TO LEAD

Clifton L. Taulbert

Building community in the workplace is the dynamic process that connects leadership to those who follow. Leadership and followership are one coin with two sides—they are interdependent and essential for each other's success. Effective leaders create and support an environment that lends itself to productive followership. They put in the time required to know their people and to ensure that employees buy into the company's vision and fully understand that their imagination and participation matter. They create a community based on mutual respect and common purpose.

Peter Drucker systematically called attention to the fact that people are the most valued element within the equation for any leader's success. In Drucker's words, "Leadership is lifting a person's vision to higher sights, the raising of a person's performance to a higher standard, the building of a personality beyond its normal limitations."

For some leaders, providing necessary attention to the mind-set of the team seems relatively simple. Thus it is often overlooked until serious relationship problems occur, production slows down, and innovation comes to a halt—and leadership is called into question. It is during these periods that we end up with age-old workplace reflections. "If the leaders had only engaged with and listened to their people, none of this would have happened. The employees felt left out." Productive followership requires consistent and intentional leadership focus.

This concept of unleashing the power of community does not represent a new wave of thought—quite the

contrary. For many years, business thinkers such as Peter Senge, Ken Blanchard, Steven Covey—and an array of others—have espoused the positive outcomes from such an approach to leadership. In my own personal experience, the power of community has a dramatic impact on the lives of individual employees, the organization—and the broader society—if embraced, lived out, and passed along.

You Are Being Watched

Even though employees have signed on to your team—or, more likely, been assigned to it—their productive followership is not guaranteed. To get the best of what they have to offer, leaders must give their people reasons to commit and follow through. In today's flattened work environment, employees bring incredible "knowledge value" to the process. Their value extends far beyond blindly following orders. They are indeed partners and members of the community, and as such respond best when welcomed into the decision-making process. Employees are looking for specific personal traits in their leaders as their signal to productively follow—going above and beyond minimum work requirements.

As a former consultant and leadership development workshop facilitator for Lockheed Martin, I recall after a large dinner presentation one evening the company's CEO, Bob Stevens, looking out on the audience of his senior team and saying, "Your people will do what they see you do." Those nine words carried more weight in my mind—and in the minds of the Lockheed Martin