



SERVICE MENU



BIO

I love traveling, meeting new people, and working to build bridges of understanding and empathy across challenging divides. I deeply believe that *all* people matter, and I've spent much of my life working in roles that have allowed me to develop thinking around the nature of education and learning, relationship-building, and professional growth. As the Director for the Ohio and Indiana Diversity Councils, I took a fledgling organization and grew its corporate membership ranks by almost 2,000% in 2 years. I now own and operate a speaking and consulting business, and work with conference planners, learning and development leaders, nonprofit boards, and corporate entities - all in a pursuit to help them grow their leadership impact and make the spaces they influence more inclusive. I hold a Bachelors of English and a Masters of Education, both from The Ohio State University. I can be found online at www.danieljuday.com.





SERVICE MENU

FRAMEWORK (EXPLANATIONS ON FOLLOWING PAGES)



Prep:

This is about **trust-building** with the team *prior* to any content presentations.



Present:

This is about offering your team **new ideas** and frameworks for learning.



Plan:

This is about determining **next steps** and moving toward **first wins**.



Produce:

This is about creating opportunities for consistent and **meaningful application**.

You can mix and match these services however you'd like, although most organizations choose one of the tiers below.

TIER 1

Present

For organizations that want a shake-up of ideas, some new content, or a compelling way to think about organizational development, relationship building, diversity & inclusion, and employee engagement.

TIER 2

Prep + Present

For organizations that want to ensure all voices and perspectives are heard and included as content is designed, particularly up and down the vertical organizational hierarchy, plus the delivery of that content.

TIER 3

Prep + Present + Plan

For organizations that want to hear the voices and votes of all internal stakeholders as content is designed, facilitate the delivery of that content, and then spend focused time brainstorming the “what’s next.”

TIER 4

Prep + Present + Plan + Produce

For organizations that want all of the preceding tiers, plus consistent touch-bases (eg: quarterly lunch and learns) to ensure that the vision and impact of the plan is being fully exercised across the organization.





PREP:

how do we get ready for this work?

Getting ready for challenging conversations always requires effort. And, there are productive ways to gear up and prepare for this work that can assist your teams in hearing the message more clearly, making space for it in their beliefs, and embedding into their behaviors.



In order to prepare your team for material you want them to truly hear, you must create space for *them* to be heard. This is about **trust-building**. Bringing an outside “expert” in always works better when the internal team is prepared to accept that external perspective because trust has already been established.

This kind of preparation most often looks like facilitated conversations and listening sessions. I want to meet in small groups with your team prior to any group presentations. This allows me to:

- demonstrate to them that they are being heard
- fully understand the “on-the-ground” attitude toward D&I
- form more comprehensive understandings of organizational implications
- discover access points for understanding
- develop trust and mutual respect
- build into the presentation meaningful examples and scenarios





PRESENT:

how do we elevate the conversation and ensure enrollment?

Delivering content to your team is an exciting process. This is the moment, or moments, in which you get to expose them to thought leadership from a particular perspective, and level-up their learning.

In order to meaningfully make progress in equity and inclusion work, *all people* must be strategically invited into that conversation. Inclusion means that everyone gets to be involved, not only in ensuring they are not a *detriment* to the work, but are a real *asset*.

I offer a popular 2-part series (in addition to other content) that works to invite everyone into the conversation. These 2 presentations (often run “workshop-style, with a couple of exercises) work to re-align *all* around 2 key ideas:

1 REDEFINING THE *CONTENT* OF THE WORK

- This session works to unpack the baggage that many carry with them when they hear terms like *diversity*, *inclusion*, and *privilege*. We seek, together, to disarm those connotations and create value-neutral platforms for conversation. We create shared language and values around this work.

2 REDEFINING THE *VEHICLE* OF THE WORK

- This session works to assist your team in moving from a “this-about-HR-policies-and-procedures” model of diversity and inclusion to a “this-is-about-how-I-show-up-everyday” model. We examine relationship-building in the corporate context and explore ways of creating and sustaining productive, inclusive, and culturally-competent relationships.



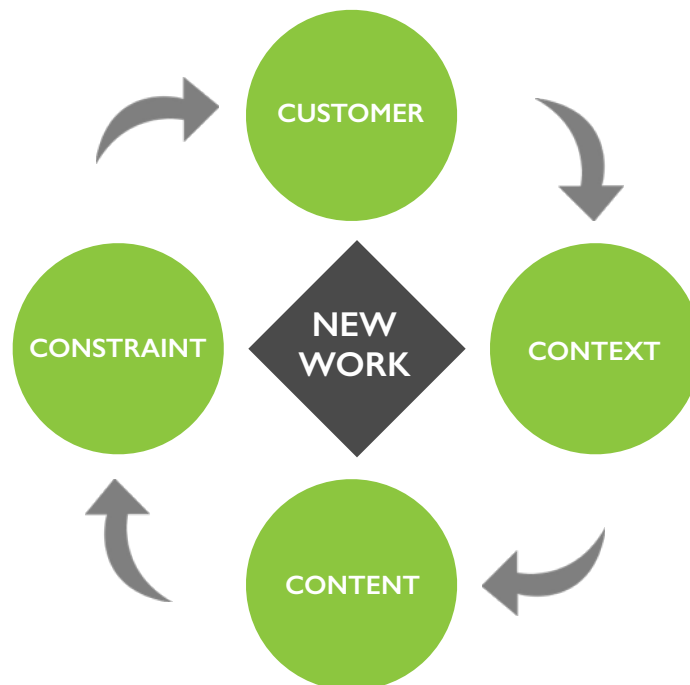


PLAN:

how do we identify where we spend our first efforts?

Moving from hearing to doing often requires an intermediate step - one that revolves around the *what-do-we-do-first* question. There are a variety of considerations here: who's our "customer" with this effort, where will the challenge come from, what moves will have the most impact right away, and many more.

I'll work with your team to help you identify your **go-forward** position. We'll combine best-practice bench-marking with the particular needs and opportunities of your organization. We'll think about your industry and footprint, your size and hierarchical structure, your mission and vision, your employee demographic, and more, as we seek to design initiatives that create lasting, productive impact across your organization.





PRODUCE:

how do we stay in a place of learning and alignment?

Leveraging learning in a consistent and meaningful way is tough, especially when the content is new or challenging. Post-presentation consulting and follow-up creates the opportunity for your team to continue not only in their growth around a particular issue, which gives them the chance to ask more personal and specific questions, but also to more deeply implement the new learnings in their day-to-day responsibilities.

It is one thing to get everyone excited about diversity and inclusion, and to recast it as a win-win, but it's another to make sure that *feeling gets translated into consistent action* in the flow and crush of running a busy organization.

The most inclusive way to ensure your team is implementing new ideas and behaviors is to ensure they are a part of the process of doing so. This is truly about **employee engagement**.

Through follow-up consulting and facilitated conversations, I can help your team continue their growth by helping them understand *their* role in it. I have developed a model of employee engagement that allows for a bottom-up *and* top-down experience, and that creates opportunity for continual growth.

