

DIVERSITY DIALOGUES

SESSION SIX TAKEAWAYS

Topic: Developing diverse talent

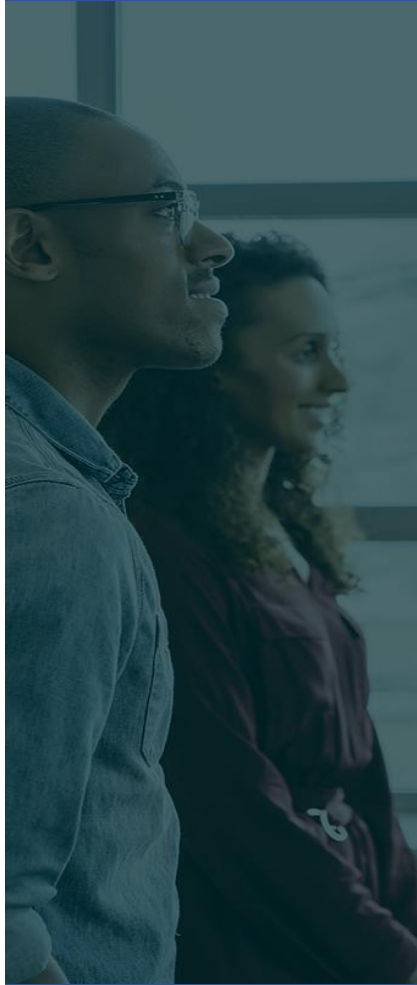
Takeaways:

Leader best practices

- Bring others along - find ways to pay forward development opportunities and support
- Coach employees through discomfort
- Ask employees what they want to do
 - Listen to understand their interests
 - Respect any differences
 - Understand and clarify next steps

Employee best practices

- Trade comfort for courage - whether you raise your hand for an opportunity or you are tapped by leadership, there can be a fear of failure that can cause you to decline opportunities or struggle with new positions - use that fear as motivation and rationalize what can be gained instead of focusing on what could go wrong
- Take pride in your job - work to leave the company in a better position than when you arrived
- Own your own development - take initiative and demonstrate drive even if there is no recognition involved
- Seek sponsorship from senior leadership - ask what you can do to earn their support
- Build a diverse network and seek wise counsel - listen to those who have the success you seek and will be open and honest with feedback
- Stand out - make it impossible for leadership not to recognize you - go outside of the box and go above and beyond



Building a foundation of trust and understanding from our similarities while embracing and valuing our differences!

Topic: Sponsoring diverse talent

Takeaways:

- Defining sponsorship and mentorship
 - Mentorship – meeting with employees to discuss their development and share experiences and insights
 - Sponsorship – being the voice for the employee when s/he is not in the room. Providing opportunities for exposure and making recommendations, to others, for the employee’s growth and development
- Advocate – recommend the employee during leadership conversations about development opportunities and the filling of open positions
- Make connections – introduce the employee to other individuals who can sponsor them inside of the bank and external connections who can make connections and support the employee’s overall growth and development
- Showcase the employee – share the employee’s achievements and find opportunities to introduce the employee to others

Challenge!!

Look at the bank’s senior leadership team and Board of Directors. Do they reflect what the bank wants to be and are they inviting to people who do not look like them?

Members with topic suggestions, panelist suggestions or questions regarding the series can contact Stephanie Watson swatson@ohiobankersleague.com.

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