

## Seminar 3

# West Midlands Coaching and Mentoring Pool Conference

It's a whole new world – or is it?  
Embracing the future with Coaching and Mentoring



# The IDEA

## Going Deeper

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10th  
December  
2018  
Birmingham  
Conference &  
Events Centre



Diversity is  
simply  
**difference**

Equality legislation  
protects the  
individual's right to  
**be** different

A culture of inclusion  
enables the individual  
to **make a** difference

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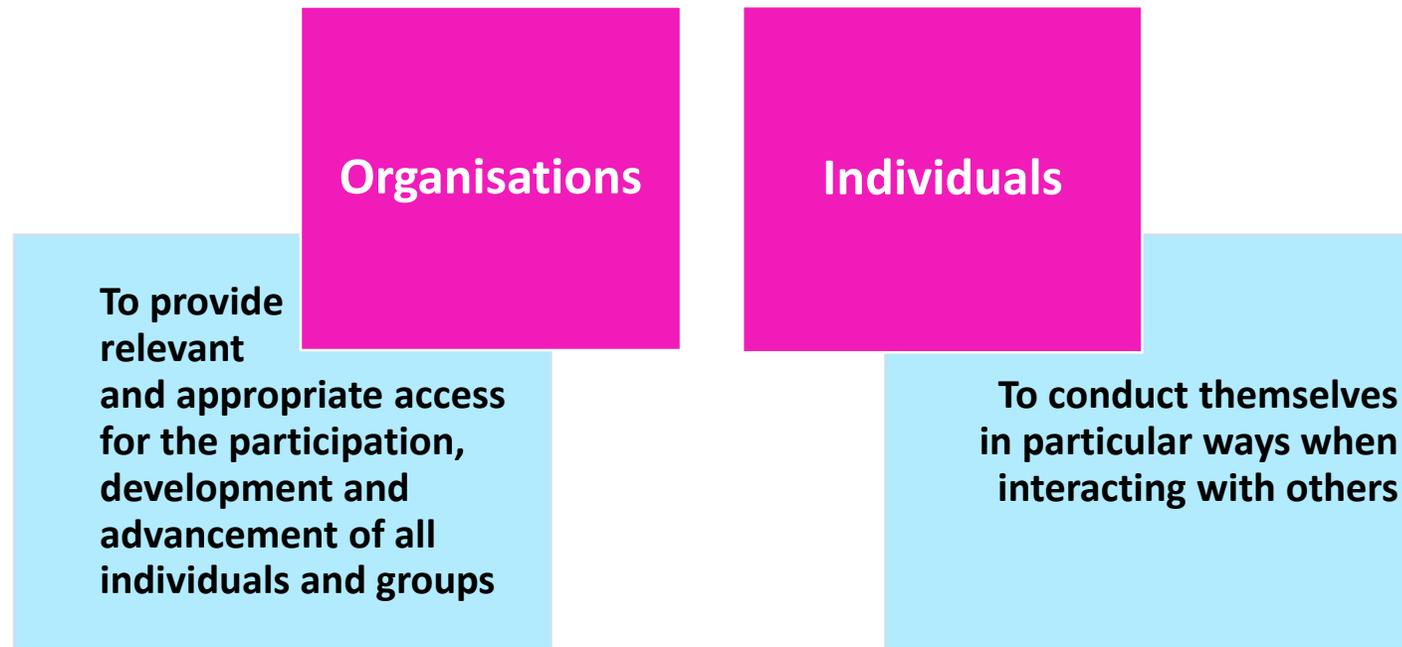
Embracing the future with Coaching and Mentoring



**FUTURE**  
**WORKFORCE**  
DIGITAL AGE  
**CULTURE**  
**COACHING**  
**MENTORING**

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In **corporate terms** equal opportunity is a concept underpinned by legislation it requires:



From an  
**individual**  
perspective  
equal opportunity is:



Not being discriminated  
against



Experiencing access to, and  
real choice to participate in



Receiving appropriate  
treatment in relation to my  
ability and circumstances

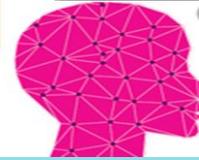
Share a story of a  
time when you had  
an experience of  
being different from  
the others around  
you



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# Difference

Interests, physical abilities and qualities and appearance

Life and work and experience

All the other experiences that have touched our lives or influenced our thinking

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## Inclusion is ...

feeling respected, valued, safe and trusted, having a sense of belonging and being **able to be my best self and do my best work**





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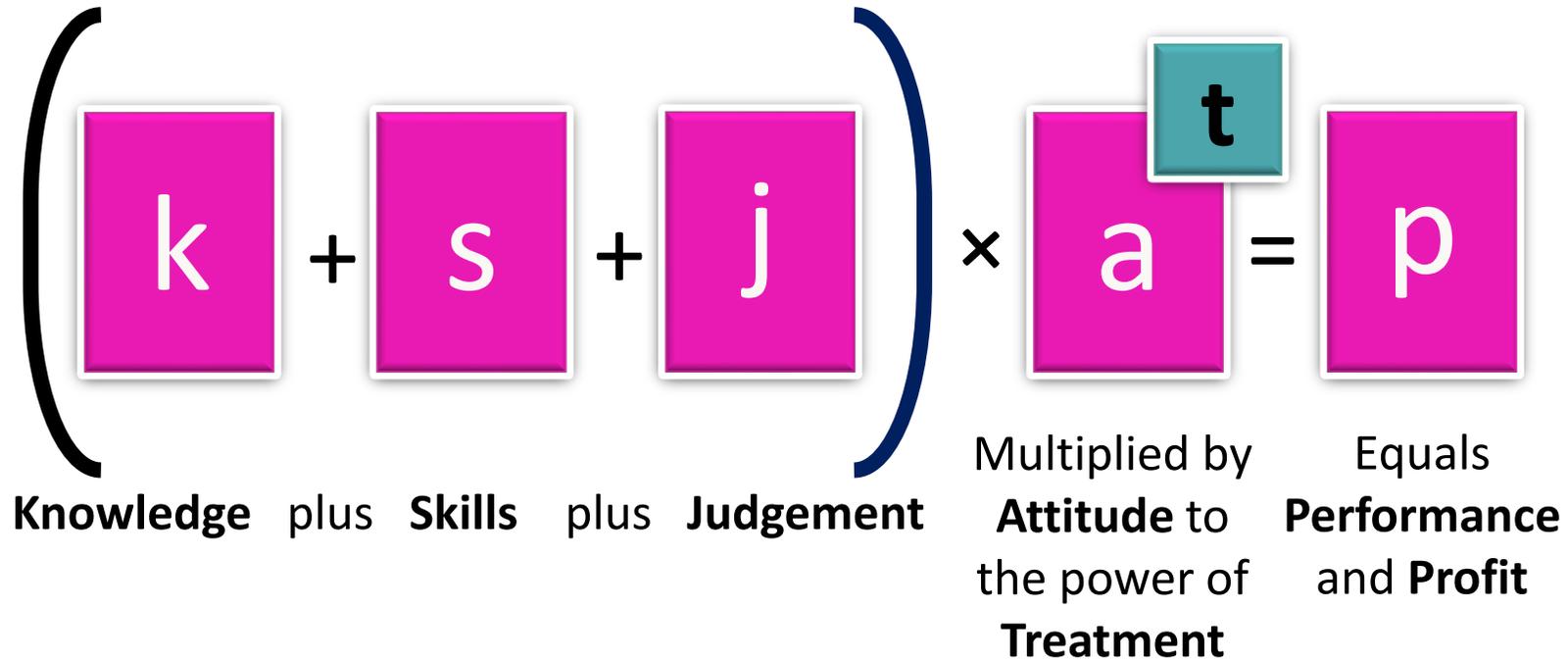
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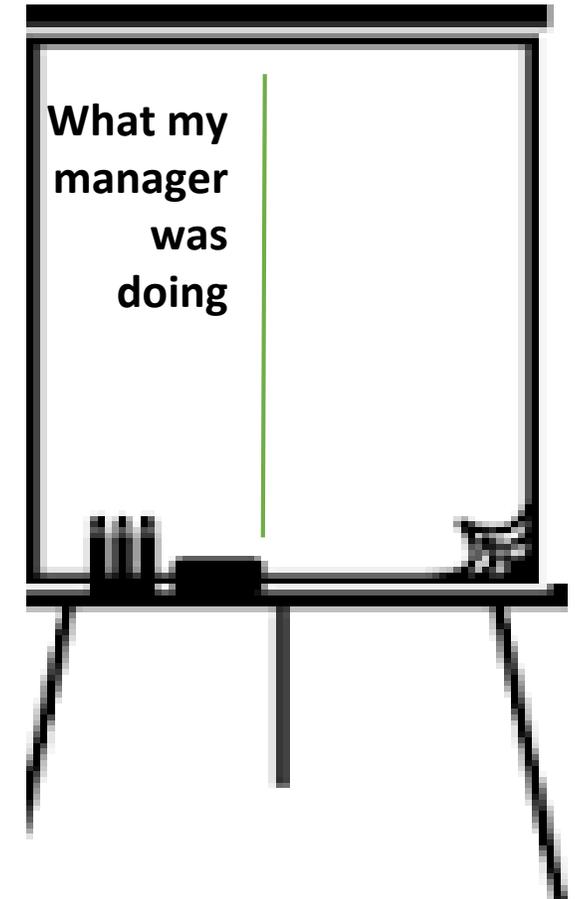
**When I was not being  
well managed**

List what  
your  
manager  
was doing  
or not  
doing  
when you  
were not  
well



**When I was being  
well managed**

List what  
your  
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managed



**When I was not being well managed**

List what your manager was doing or not doing when you were not well managed

What my manager was doing or not doing	How I was feeling
--	-------------------

List how you felt when you were not being well managed

**When I was being well managed**

List what your manager was doing when you were being well managed

What my manager was doing	How I was feeling
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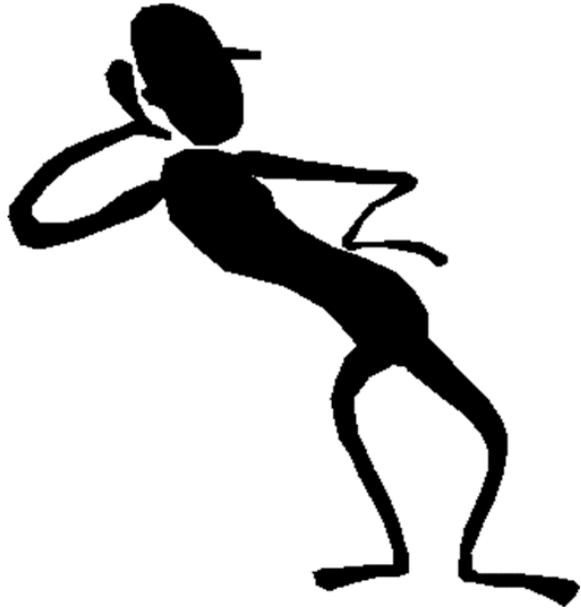
List how you felt when you were being well managed





<b>H</b>	<b>Hears</b>	Hears, understanding that assumptions and pre-judgements affect us all
<b>E</b>	<b>Equality</b>	Treats everyone equally well
<b>A</b>	<b>Authenticity</b>	Is authentic and fosters authenticity in others
<b>R</b>	<b>Respects</b>	Respects themselves and others for who they are and what they bring
<b>S</b>	<b>Seeks</b>	Seeks value from diversity by managing inclusion





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Share a story of how your thinking, actions or reactions have been affected by your stereotypes, assumptions or pre-judgements or bias?



	Known to me	Not known to me
Known to others	We're all aware	They're aware but I'm not aware
Not known to others	I'm aware but They're not aware	We're all unaware





**FUTURE**  
**WORKFORCE**  
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**MENTORING**

	<b>Known to me</b>	<b>Not known to me</b>
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<b>Not known to others</b>	<b>I'm aware but They're not aware</b>	<b>We're all unaware</b>

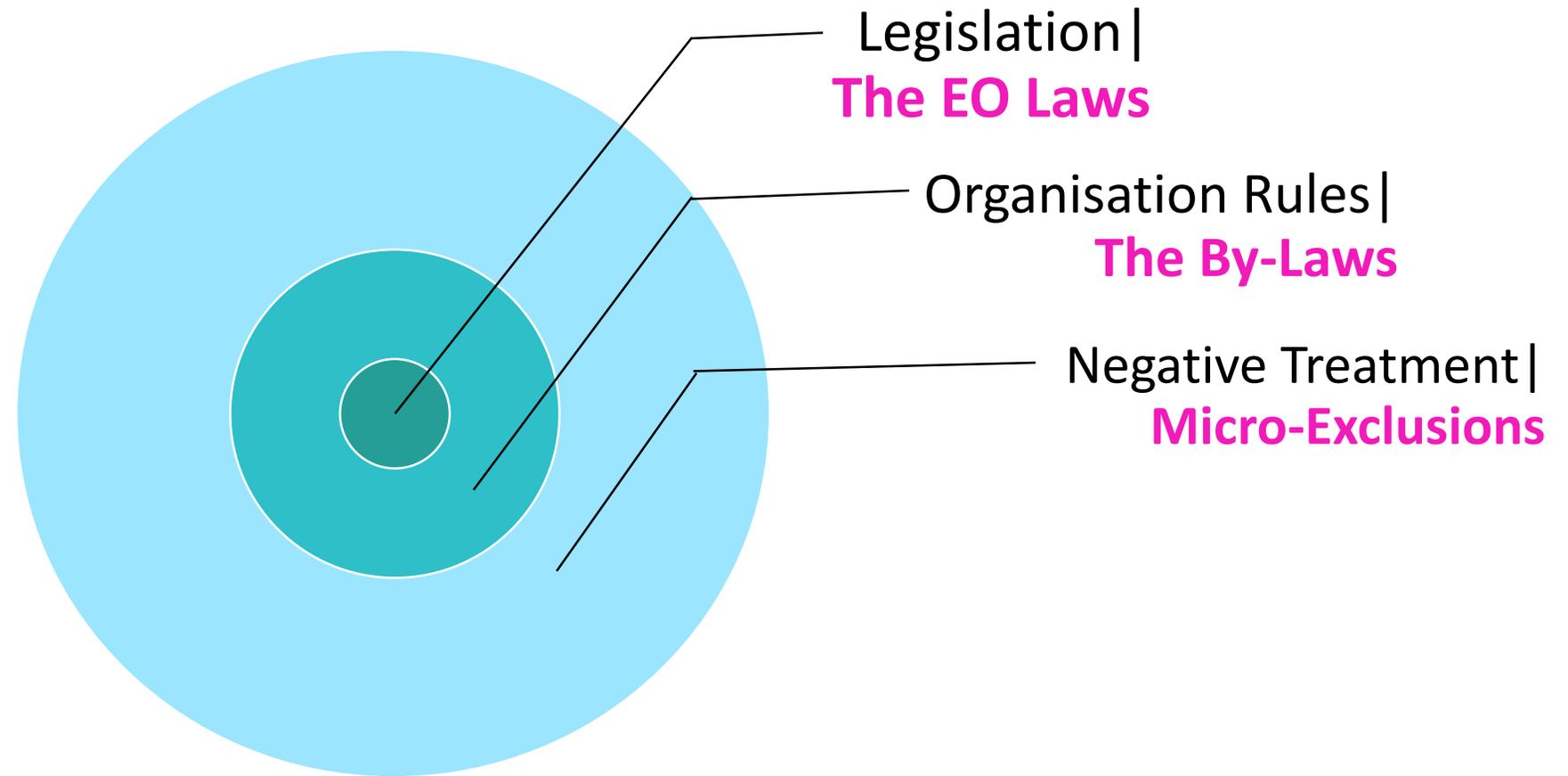
 **Bias**





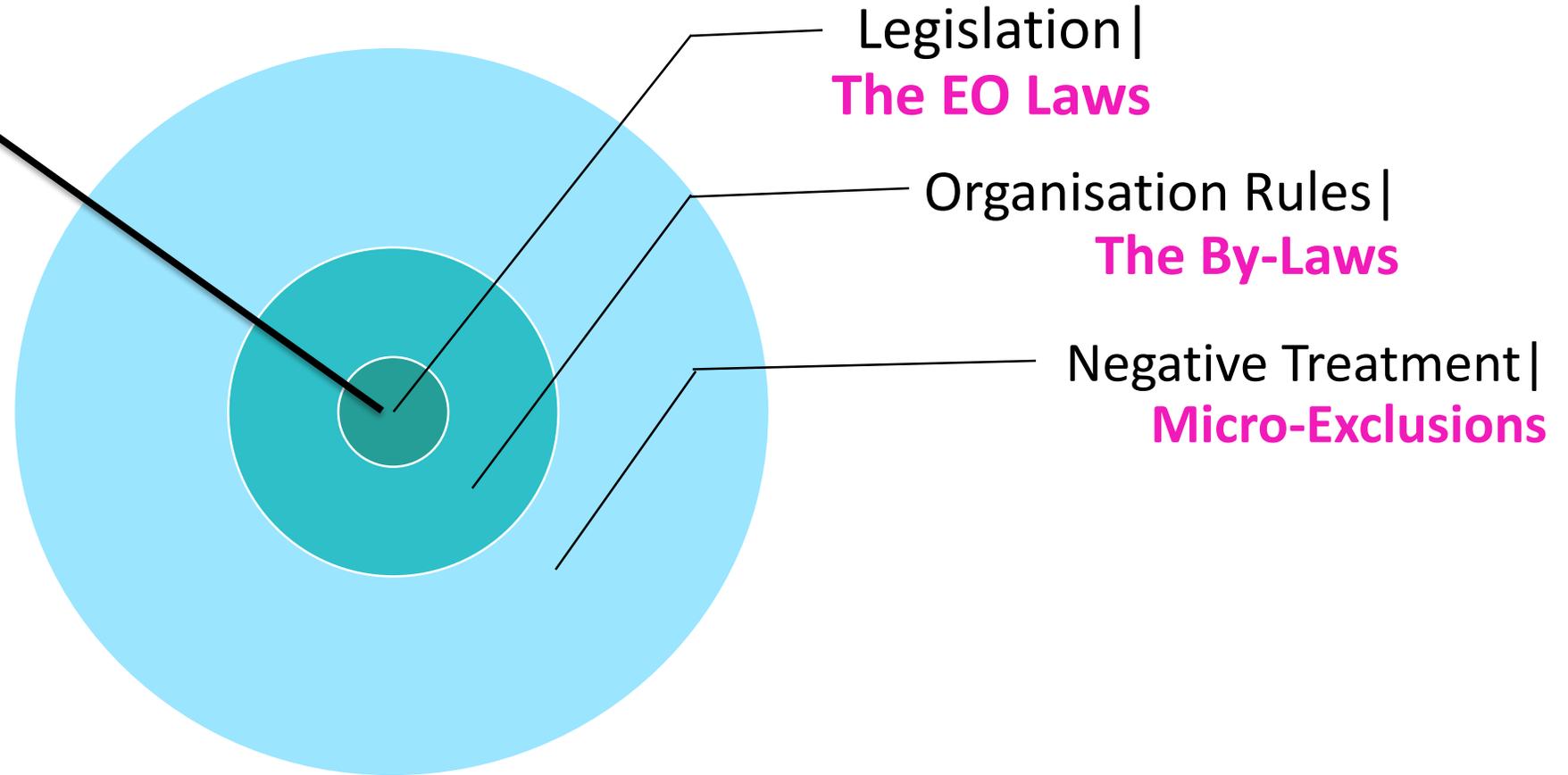
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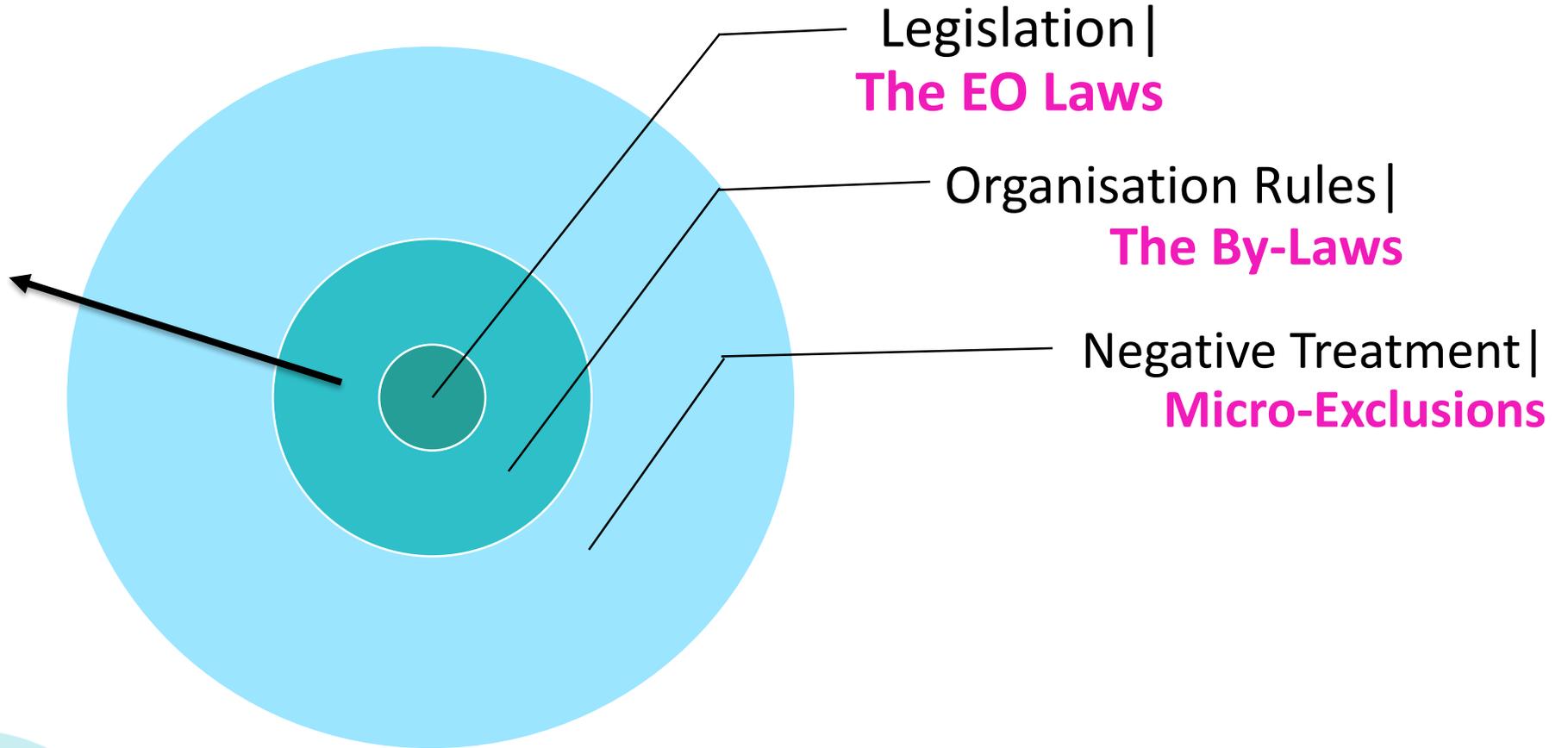


## THE LAW BROKEN : RARE

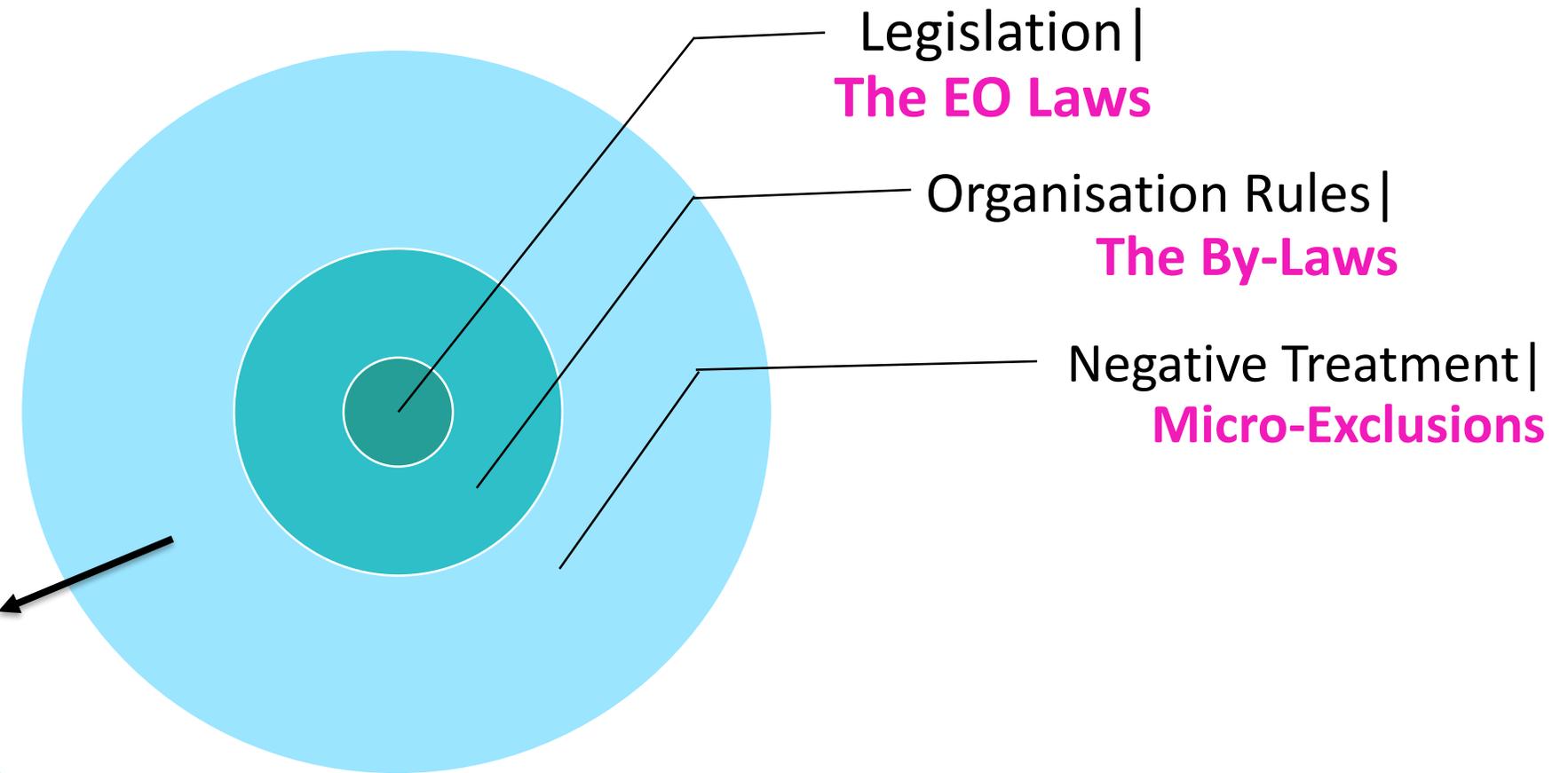
Managers / HR have a process  
and punitive action can follow.



**RULES BROKEN : INFREQUENT**  
Managers / HR have a process  
and disciplinary action can  
follow.



**NEGATIVE TREATMENT : OFTEN**  
Managers / HR unlikely to have a  
process and rarely does action  
follow.



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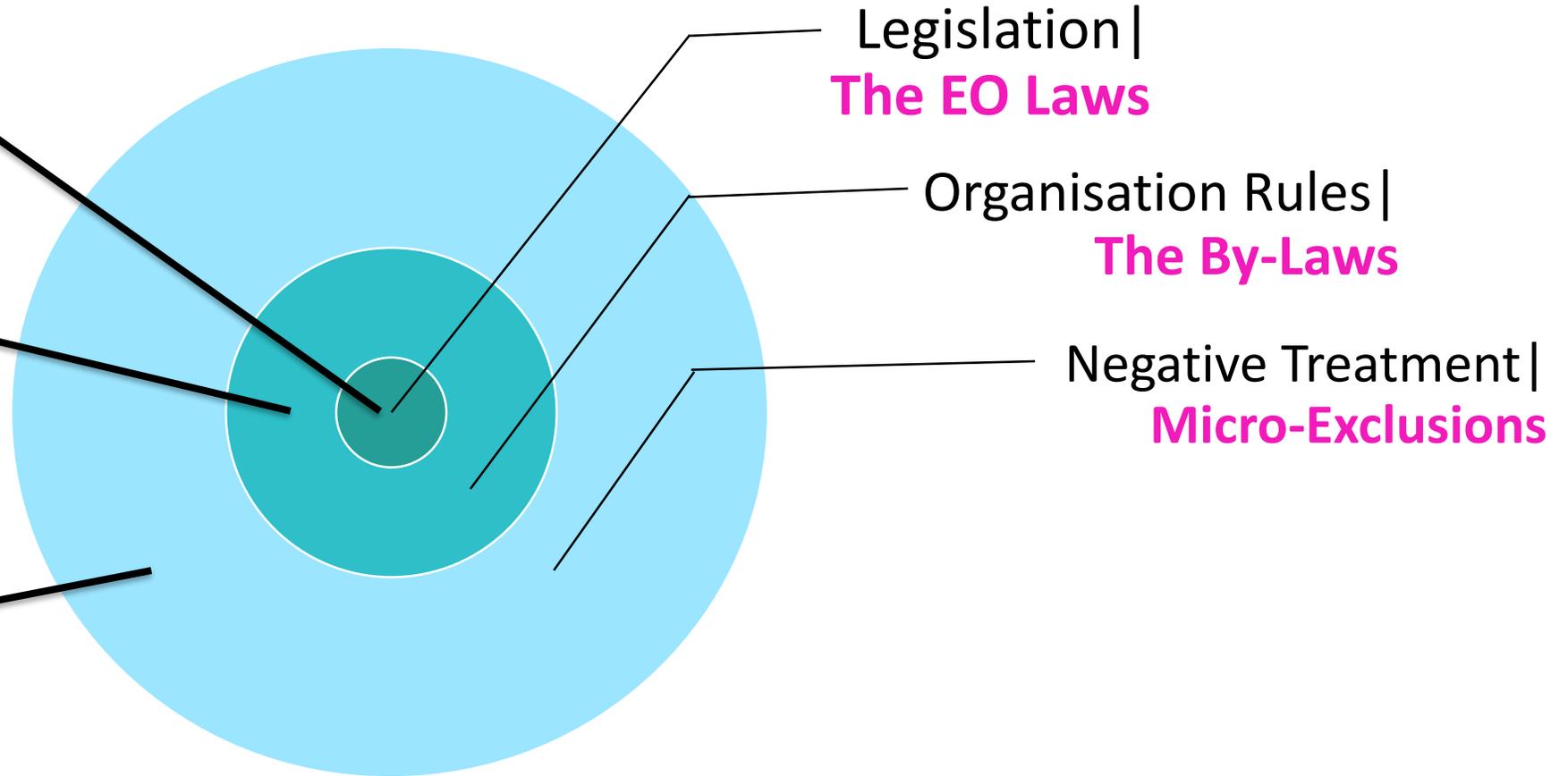
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## NEGATIVE TREATMENT : OFTEN

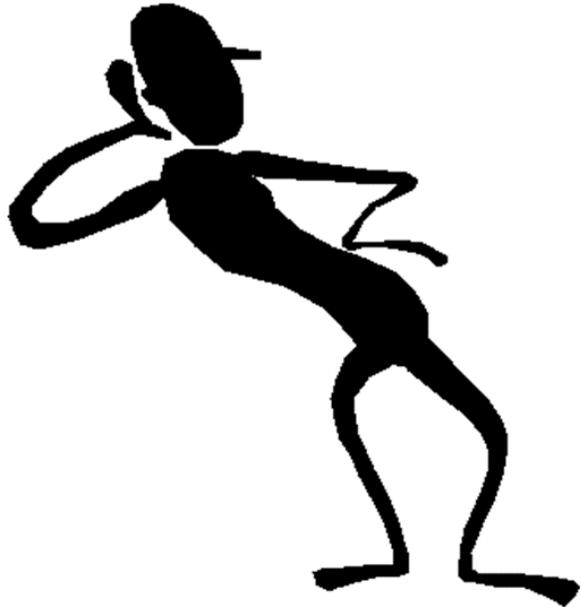
Managers / HR unlikely to have a process and rarely does action follow.



Legislation |  
**The EO Laws**

Organisation Rules |  
**The By-Laws**

Negative Treatment |  
**Micro-Exclusions**



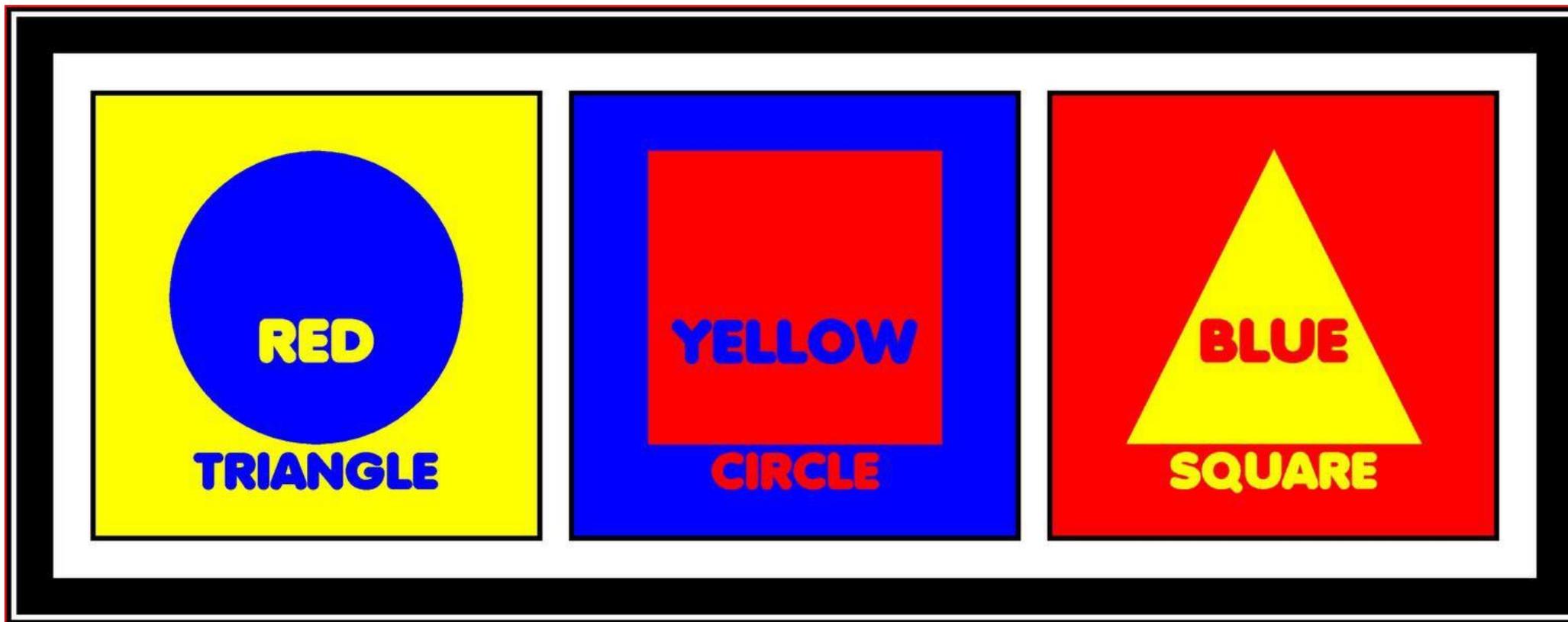
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## *Authenticity*

**Living your  
values and  
being who  
you are**







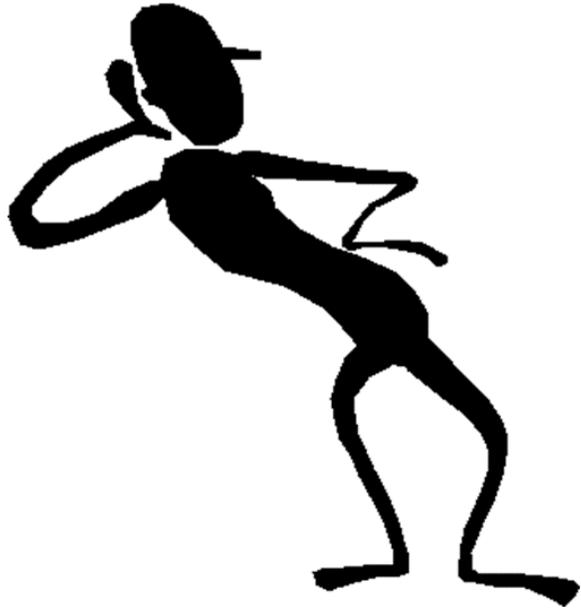
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On a scale of 1-10 (with 10 being the highest), how much do you respect yourself?

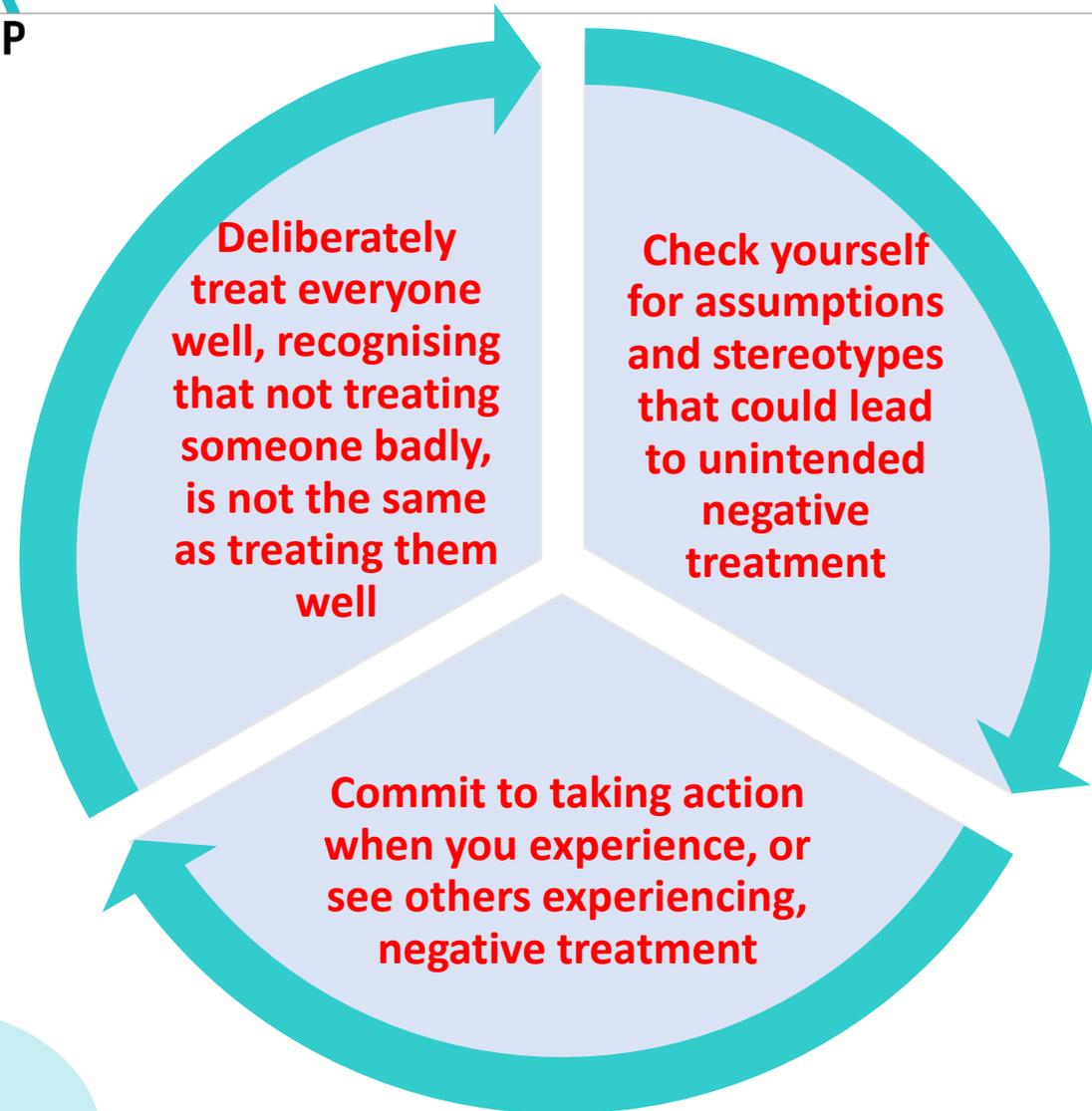
If the answer is not a 10, what's the reason and what can you do to make it a 10?





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1. What specific actions will you take to contribute to the inclusiveness of those teams of which you are a member?
2. What will you do more of and/or less of, to become a more inclusive leader of the teams you lead?
3. What specific actions will you take to enable those you coach/mentor to be more inclusive team members and/or leaders?
4. What support will you seek from your colleagues to help you to become a more inclusive leader/coach/mentor?



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