

# *Banking and the Economy:*

A FORUM FOR MINORITY BANKERS

September 28-29, 2016

FEDERAL RESERVE BANK of KANSAS CITY

THE KALEIDOSCOPE GROUP

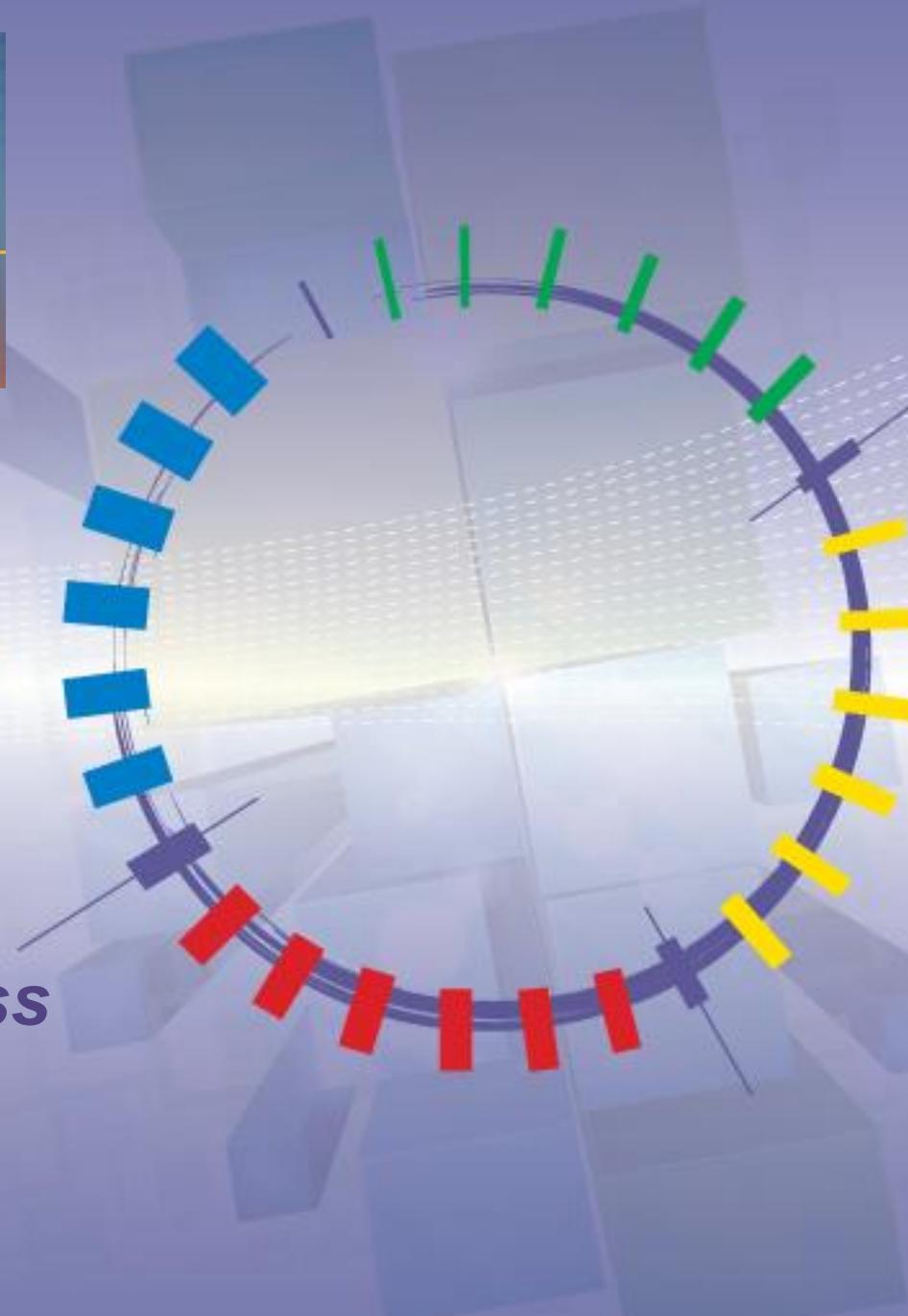


Your Full Service Diversity & Inclusion Partner

## **Career Navigation: *The Road to Your Success***

Doug Harris, CEO

September 29, 2016



# Kaleidoscope Group History

- Full service Diversity and Inclusion consulting firm headquartered in Chicago
- Founded by Bea Young, a recognized pioneer and leader in diversity
- Led by Doug Harris, CEO, a nationally recognized presenter and Diversity and Inclusion consultant
- Certified minority-owned business enterprise (MBE)
- Has assisted organizations with successfully managing culture change and creating inclusion for over 30 years
- Comprised of 25 staff and 55 associates located across the globe
- Strategic alliance partners for specialized Diversity and Inclusion needs



# The Kaleidoscope Team



# Kaleidoscope Partial Client List



CMGRP



FEDERAL RESERVE BANK



The McGraw-Hill Companies



OfficeMax®

Outerwall



# Federal Bank System

- FHLB Atlanta
- FHLB Chicago
- FHLB Dallas
- FHLB Des Moines
- FHLB Indianapolis
- FHLB San Francisco
- FHLB Seattle
- FRB System
- FRB Atlanta
- FRB Chicago
- FRB Cleveland
- FRB Dallas
- FRB Philadelphia
- FRB Richmond
- FRB St. Louis

# Our Strength



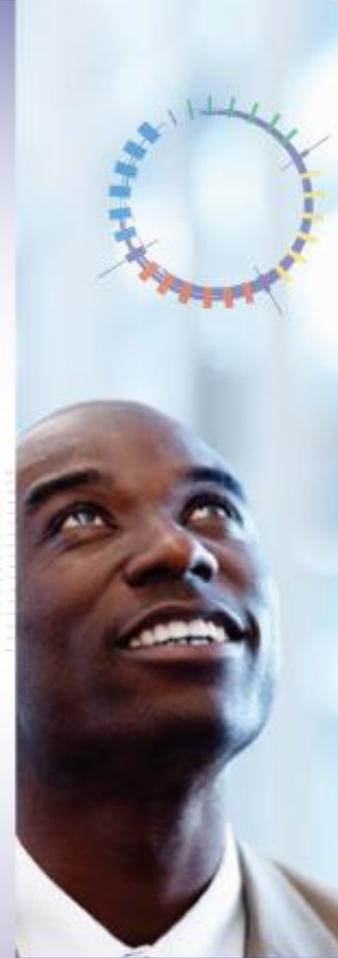
**Real  
People**



**Real  
Conversations**



**Real  
Issues**

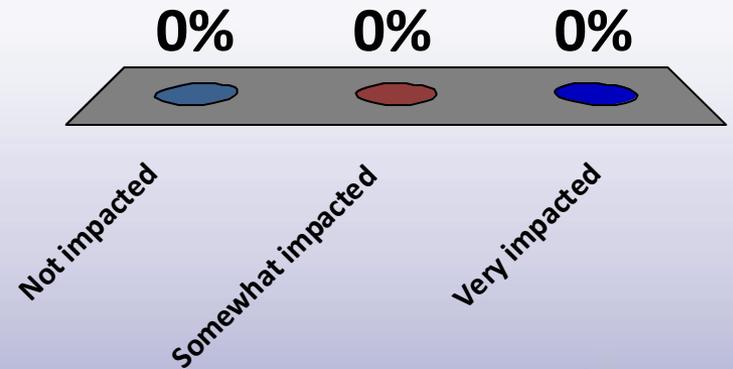


**Real  
Change!**

# Are you happy to be here?

A. Yes

B. No



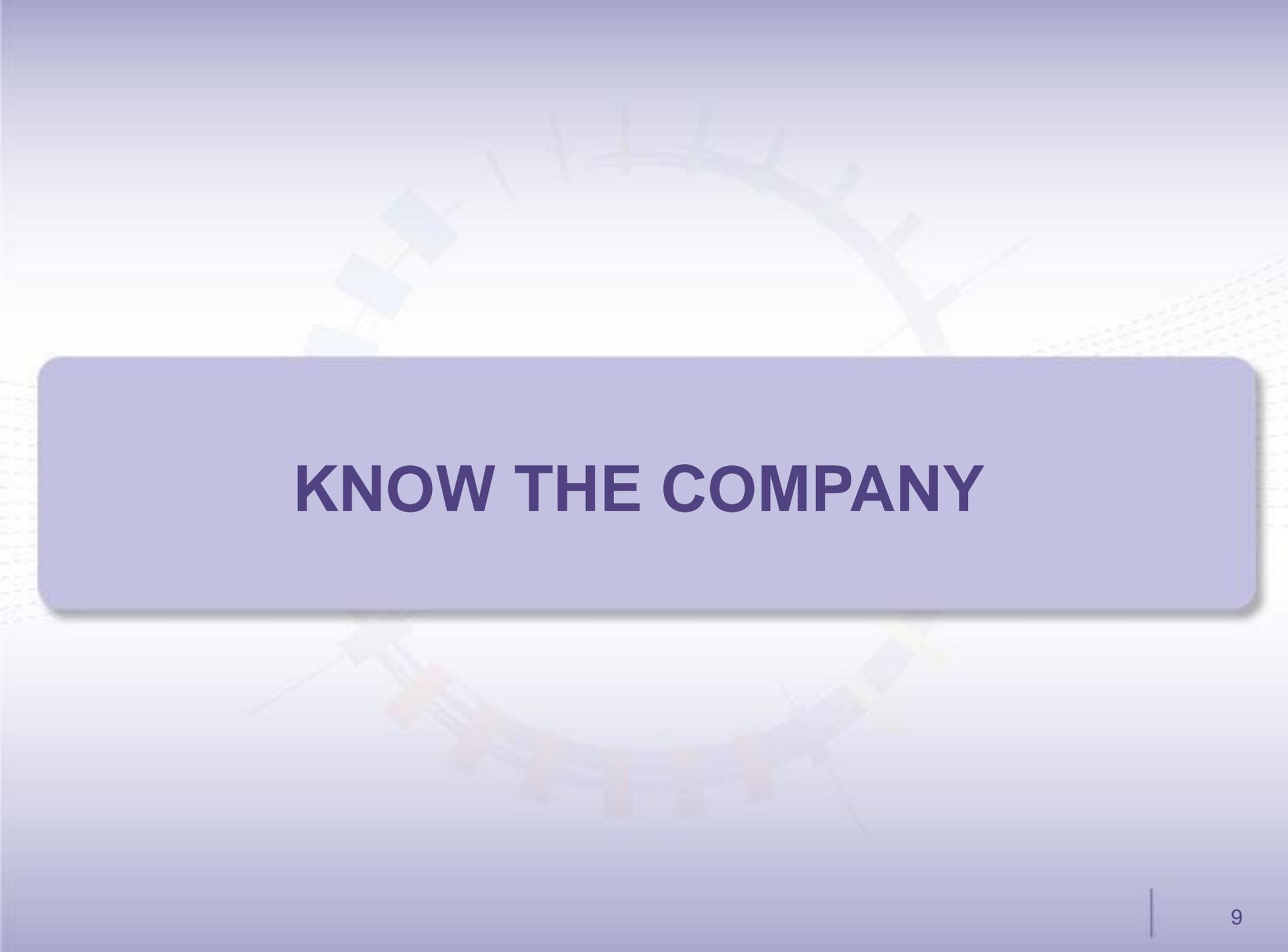


# The Road to Your Success



# Career Navigation: The Road to Your Success

- Know the company
- Know success
- Know yourself
- Courage
- Elevated Thinking



# KNOW THE COMPANY

**Move from Knowing Your Job**

**to**

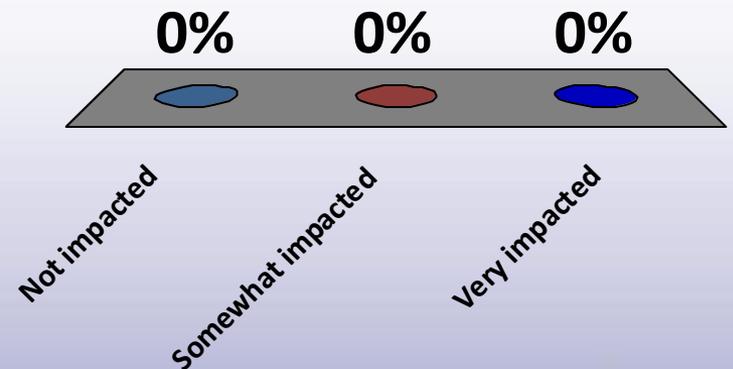
**Knowing the Company**

# Know the Company

- **Business Acumen** – How we make money?
- **Business Knowledge** – What we do
- **Sales Knowledge** – Who are our customers
- **Business Language** - What is our company's language?
- **Business Impact** - Where can I make the biggest impact?

# How well do you know your company?

- A. Not
- B. Somewhat
- C. Well
- D. Very



# Reflection #1

*What might you do to better understand your company?*





# KNOW SUCCESS

# P.I.E.

- **P**erformance
- **I**mage
- **E**xposure

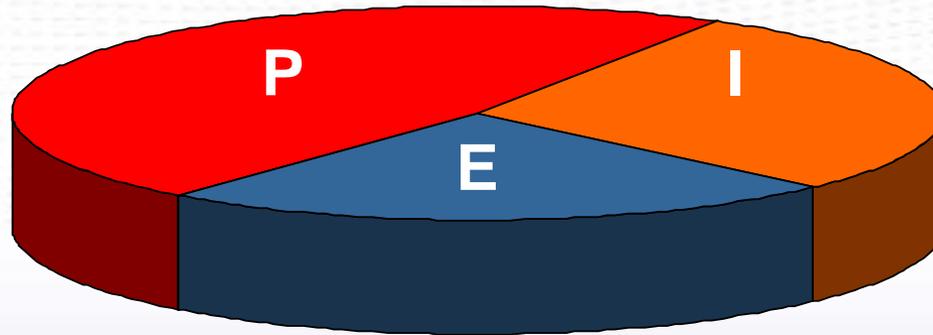
# What is P.I.E.?

## PERFORMANCE

- Sustainable results
- Contributions
- Full utilization of skills and abilities
- Value-add creation for key stakeholders/stockholders
- Strategically leverage people processes/systems, and practices

## IMAGE

- Reputation
- Credibility
- Savvy
- Style
- Confidence
- Personal brand



## EXPOSURE

- Membership in executive circles
- Access to leadership and thought leaders
- Membership in key internal and external networks
- Crucible roles
- Sponsorship

# Which one is most important when it comes to navigating your career?

1. Performance

2. Image

3. Exposure



# Discovering the Unwritten Rules

- What traits do you believe that successful people at this company have?
- Those who have not succeeded, what have been the key reasons why this hasn't happened?
- What are the best ways you have seen the values of our organization exhibited?
- How do you move from doing a good job to being promotable?
- What has been the one thing you would point to that has lead to your success?
- What can I do to make sure I consistently get meaningful feedback?
- What are some key areas of growth most people don't pay attention to?

# The 5 Worthless Work Worries

1. Opinions of You
2. Mistakes
3. The Success of Others
4. Your Background or Differences
5. Gripes about Management

# Reflection #2

*What might you do to clearly define success for you?*





# KNOW YOURSELF



THE KALEIDOSCOPE GROUP

Your Full Service Diversity & Inclusion Partner

CEO

My own boss since the age of 26

# Doug Harris



Samuel Roberts & Associates  
(Executive Search)



Bea Young Associates



THE KALEIDOSCOPE GROUP

Your Full Service Diversity & Inclusion Partner

FUNCTION  
CEO

FUNCTION  
Partner

FUNCTION  
Sr. Consultant

FUNCTION  
Consultant/  
Trainer/  
Facilitator

FUNCTION  
Founder &  
President

Kennthe Nicholas &  
Associates

FUNCTION  
Employee  
Relations  
Specialist  
Illinois

FUNCTION  
Exec. Search  
Consultant

FUNCTION  
Sales &  
Sales Mgt.  
Illinois

1981                      1985                      1989                      1993                      1996                      2006                      2016

4 years	4 years	4 years	3 years	10 years	10 years
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34 years

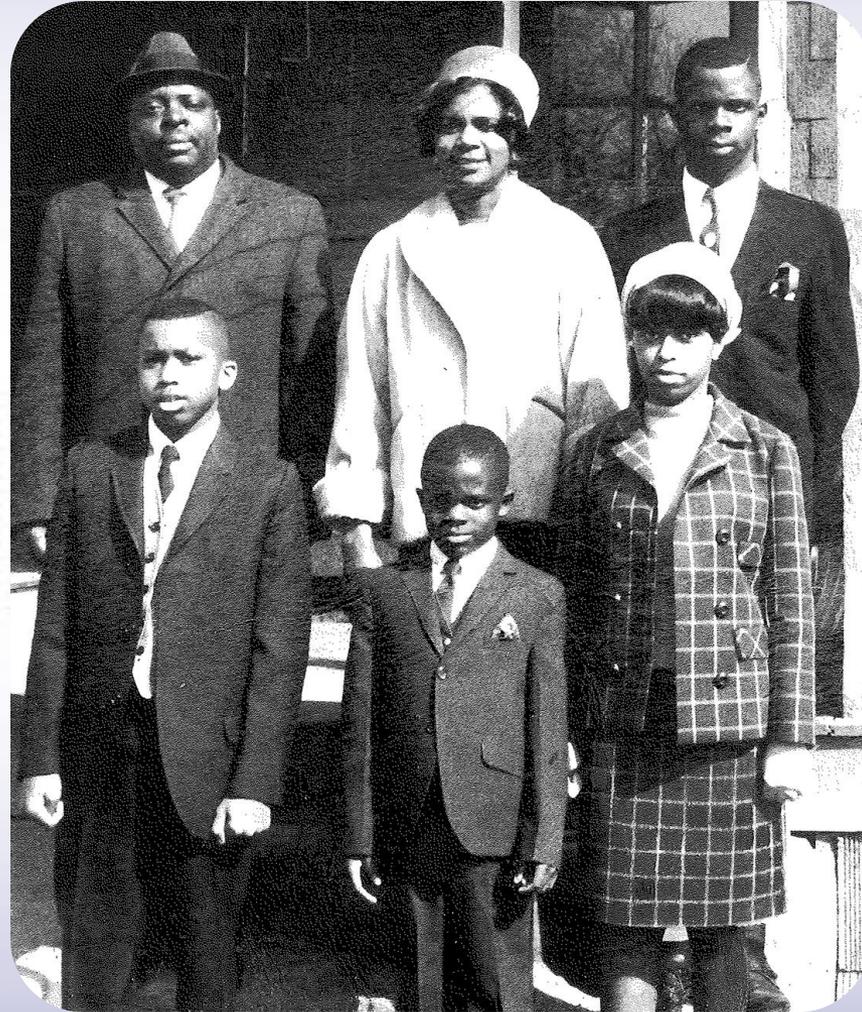
# My Beliefs

- I love all of you
- I don't care if you love me back (just joking)
- I believe you are all powerful people
- I believe in the truth
- I believe challenge grows strength and character
- I don't believe in the term bad experiences, I believe there are just different methods to grow
- I believe fear can not exist with faith
- I believe the world needs you

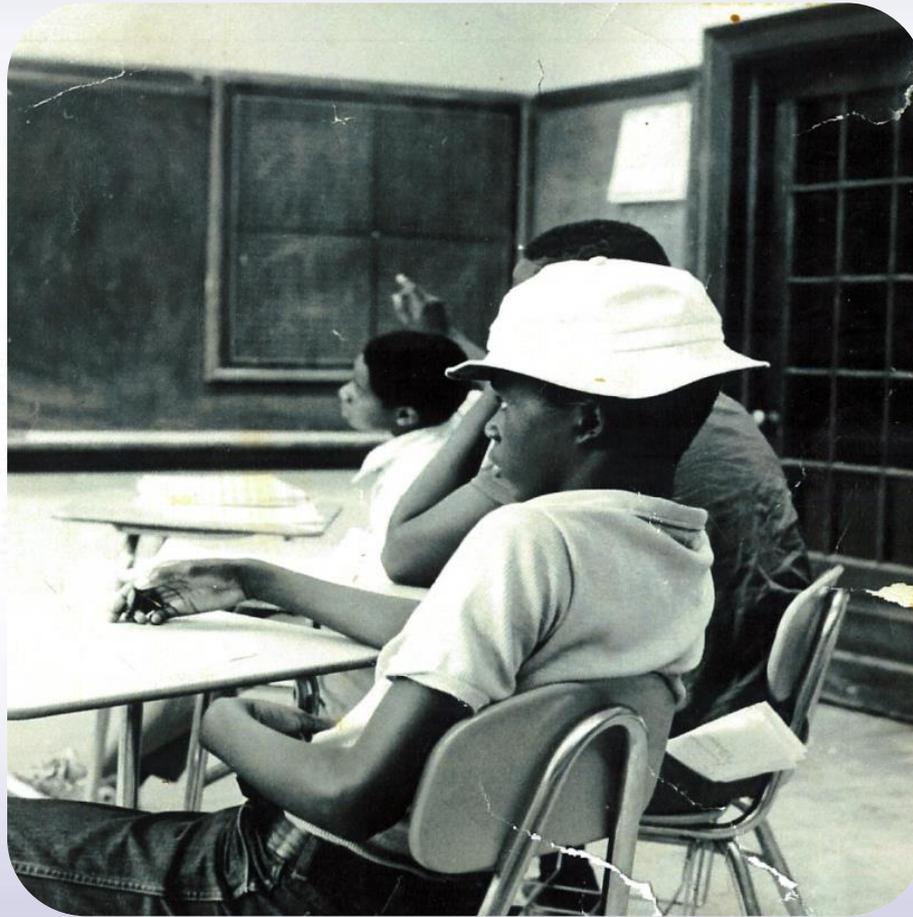
# 7 years old



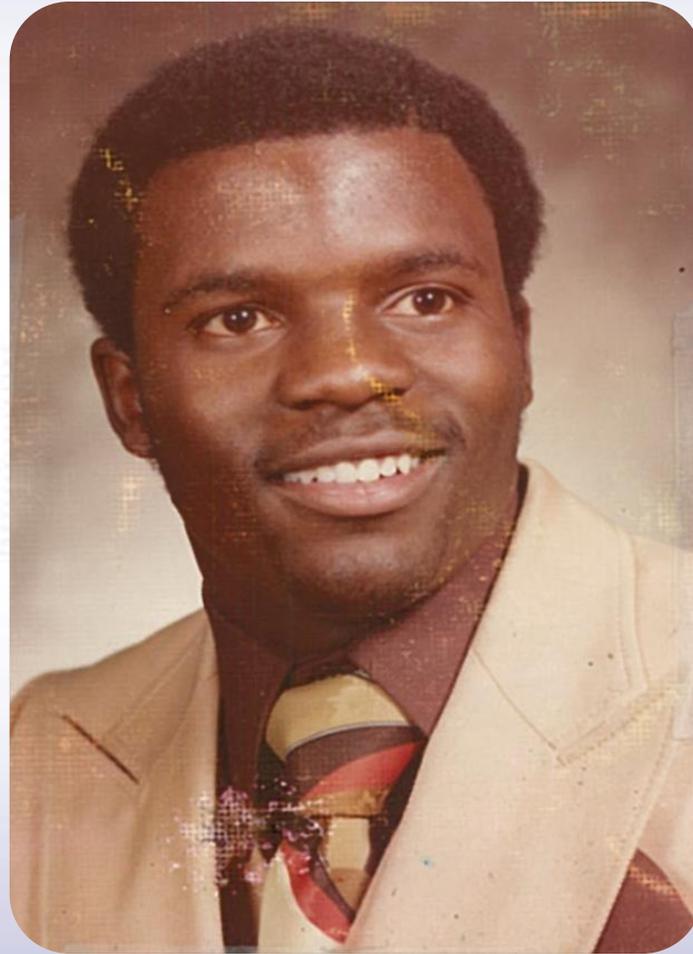
# Where it All Started



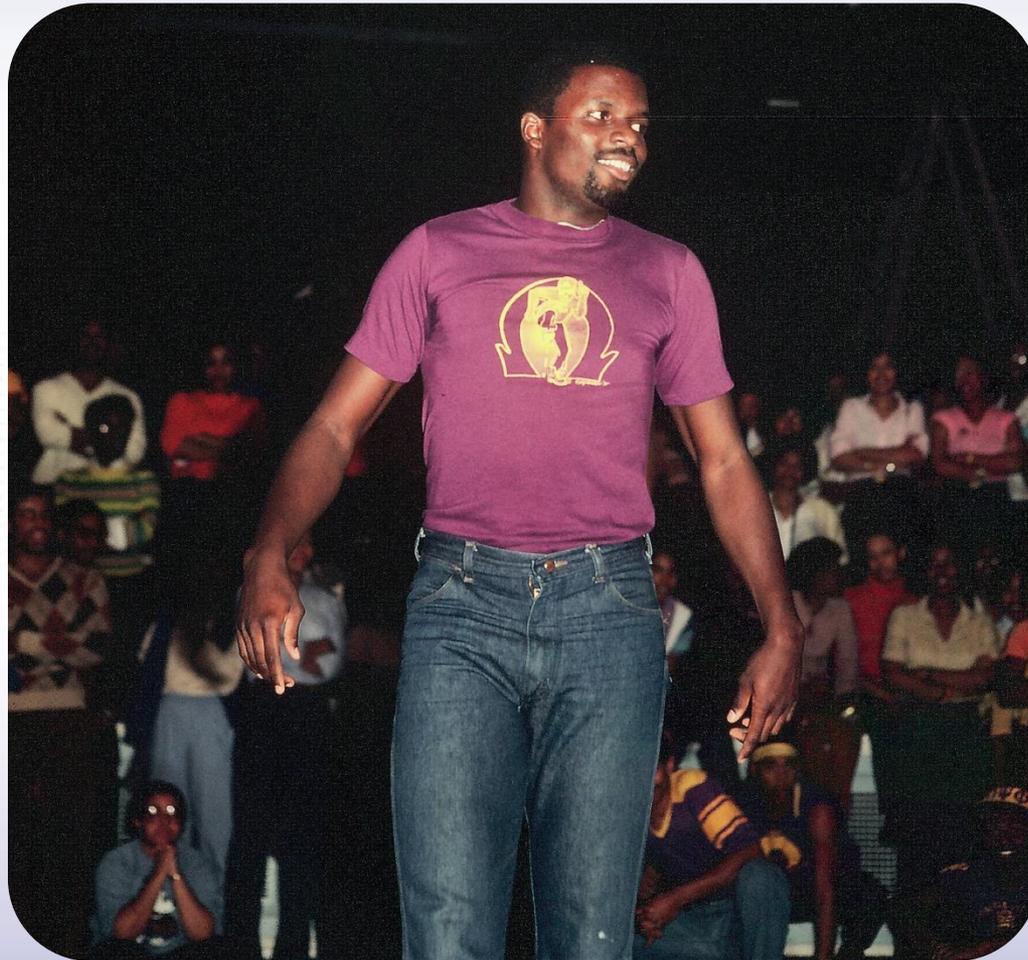
# Junior High School Picture



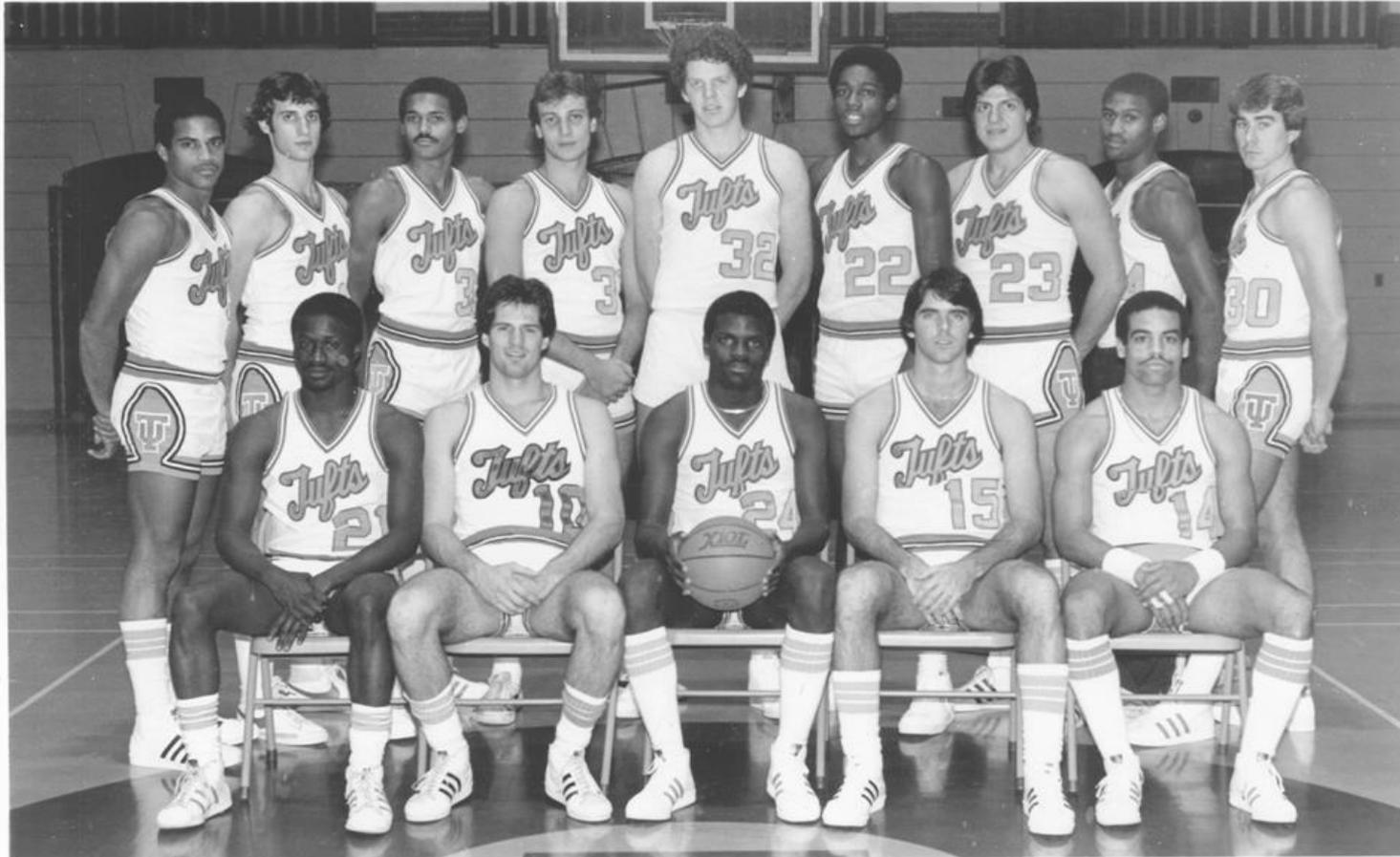
# High School Graduation Picture



# Omega Psi Phi in college 1980



# Tufts University Basketball Team



**TUFTS UNIVERSITY 1980-81 MEN'S BASKETBALL TEAM**

**Record: 14-10**

**Front row, left to right:** Charlie Neal, Co-Capt. Scott Brown, Co-Capt. Doug Harris, Phil Moran, Lenny Barber.

**Second row:** David Cornwell, Charlie Schwartz, James Young, George Mazareas, Sheldon Daly, Troy Cooper, John Caragiorgis, Bill Ewing, Brad Kurgis.

# Procter & Gamble



# Enlisted Army Soldier



# Me and My Baby in the 80's

Christel Harris



# My Legacy



# Deacon Harris



# My Values

- Appreciation
- “Clutch” Performer
- Recovery
- Hard work
- Respect

***You are not your experiences,  
You are what you gain from them.***



***As you look back over your life, what values drive you?***



# Reflection #3

*What might you do to better display the real power of you?*





# **COURAGE**

# Definition of Courage

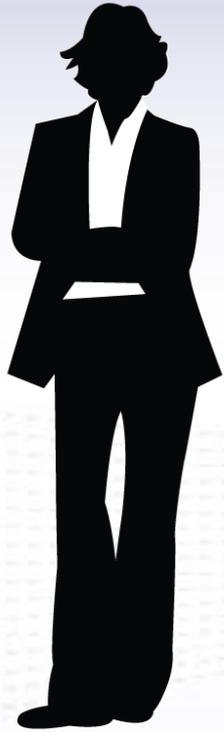
***Mental or moral strength to venture, persevere, and withstand danger, fear, or Difficulty.***

# Courage Quotes

- “Bravery is being the only one who knows you're afraid.”
  - Franklin P. Jones
- “Courage is being afraid but going on anyhow.”
  - Dan Rather
- “Courage doesn't always roar. Sometimes courage is the little voice at the end of the day that says I'll try again tomorrow.”
  - Mary Anne Radmacher
- “Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen.”
  - Winston Churchill
- “It takes a great deal of courage to stand up to your enemies; but a great deal more to stand up to your friends.”
  - J.K. Rowling, *Harry Potter and the Philosophers Stone*
- “Cowards die many times before their deaths; The valiant never taste death but once.”
  - William Shakespeare, *Julius Caesar*

# Courage Model



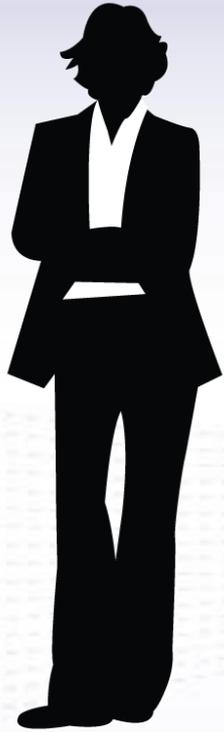


**Normal Person**

## **Good Environment**



**Bigger Person**

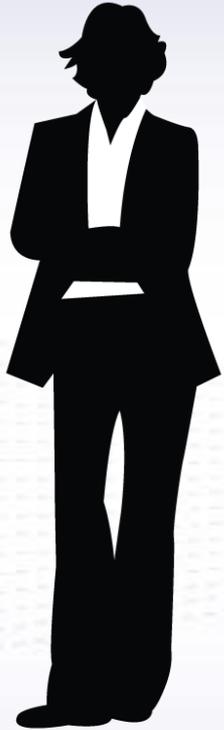


**Bad Environment**



**Normal Person**

**Little Person**



**Good Environment**

**Or**

**Bad Environment**

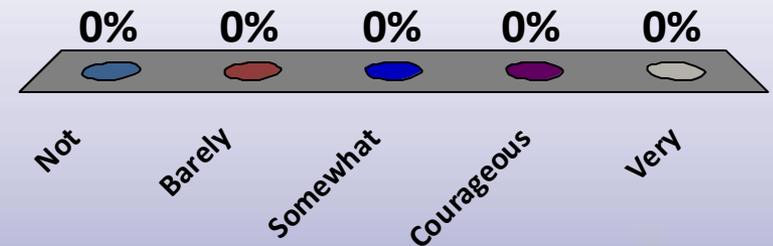
**Courageous Person**



**Big Person**

# How courageous are you?

1. Not
2. Barely
3. Somewhat
4. Courageous
5. Very



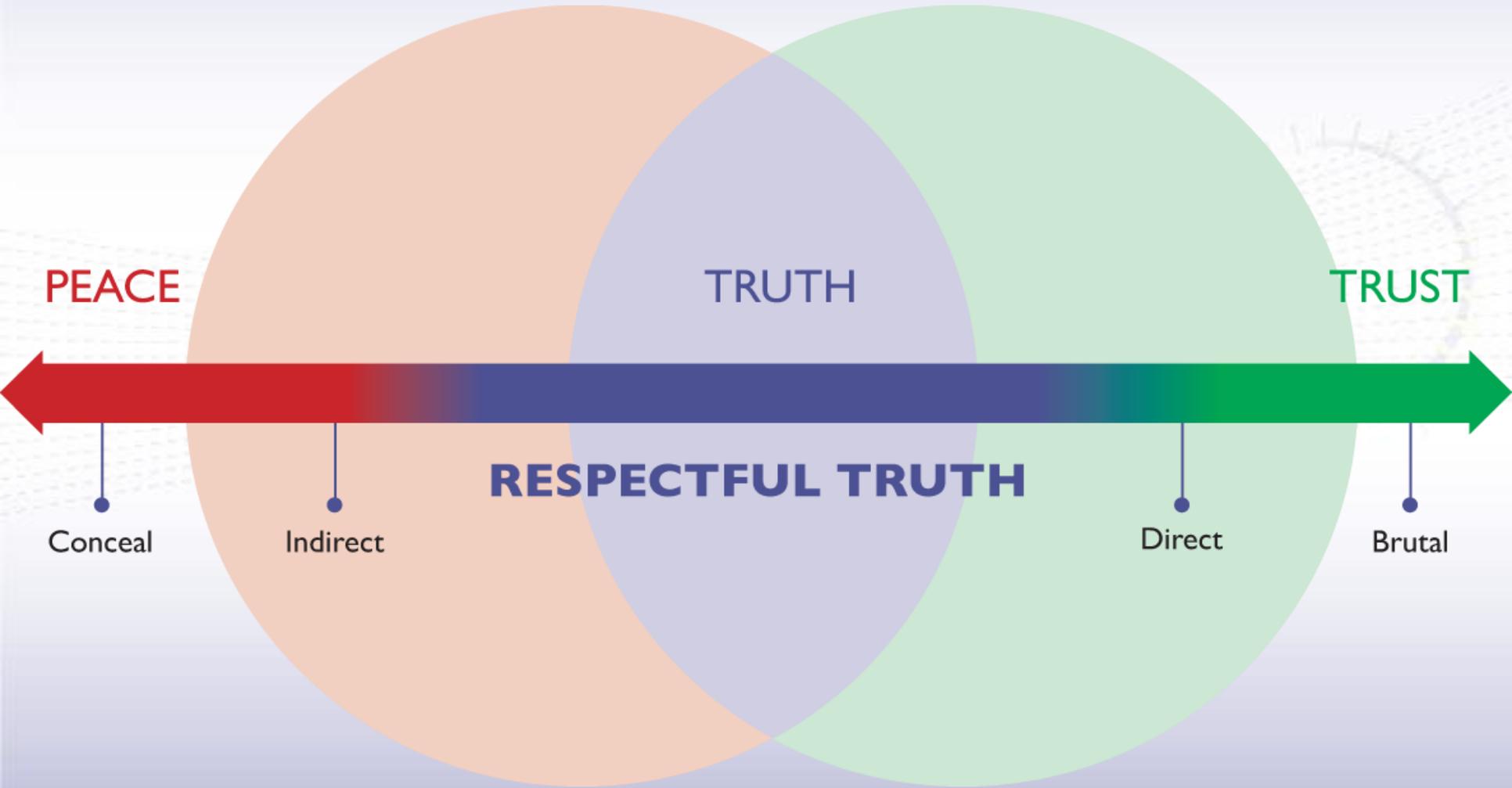
# ***What are the challenges to being courageous?***

# Real Talk

*A transparent dialogue with truthful and respectful sharing*

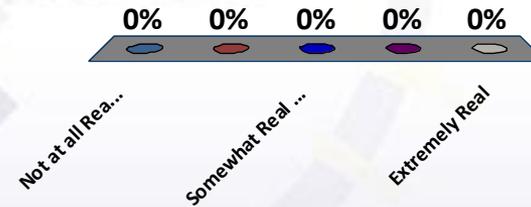


# Peace vs. Trust



# How *Real* are your conversations?

1. Not at all Real
- 2.
3. Somewhat Real
- 4.
5. Extremely Real



# Reflection #4

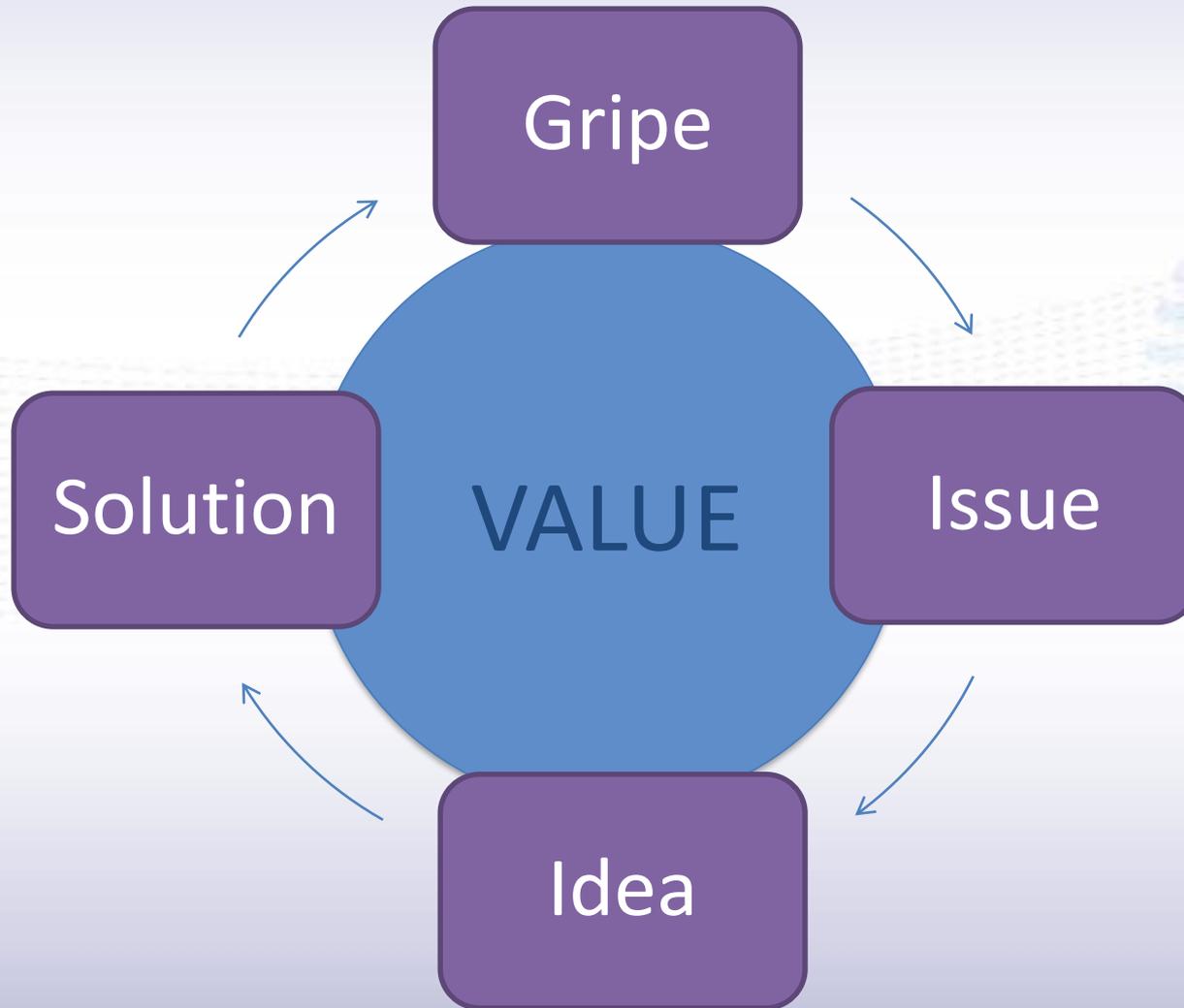
*What might you do to have more truthful conversations in your organization?*





# ELEVATED THINKING

# Elevated Thinking



# Descriptions

Levels of Truth	Description of Levels
Gripe	Complaint
Issue	Something you would like to see adressed
Idea	Thought about how to address the issue
Solution	A specific strategy to address the issue

# Examples

Levels of Truth	Examples
Gripe	I hate our meetings
Issue	I think our meetings are too long
Idea	If we could shorten our meetings from one hour to 30 minutes that would be great
Solution	If remove the celebrations and condense our insight section to 10 minutes, our meetings could go from 1 hour to 30 minutes

## What is needed to move from idea to solution?

# Mature Existence

People don't do you, they do themselves



# Need for Support

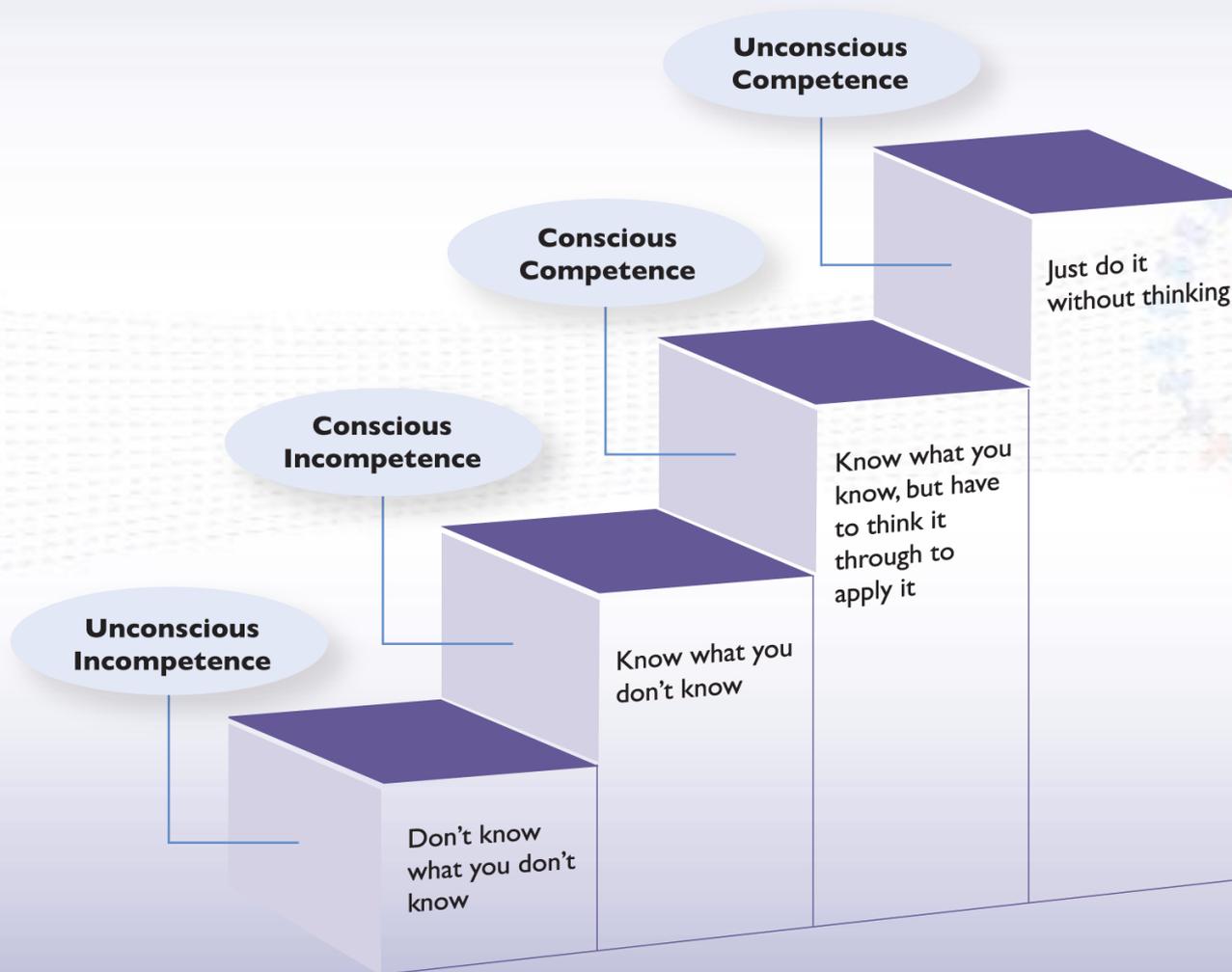
- **Advocates** - People who speak highly of you
- **Mentors** - People who help you develop your competencies
- **Sponsors** - People who help your career program

# Reflection #5

*What might you do to be seen as an elevated thinker?*



# Steps to New Awareness and Skills



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