About the Presenter

• President of SDS Global—a strategic development solutions firm specializing in workforce and organizational transformation; leadership excellence, and diversity & inclusion.

• Global workforce expert and 30-year HR veteran; Ph.D. in Business; Author

• Former Global Head of D & I at world’s largest HR association (SHRM); Held senior roles in three Fortune 100 companies

• Featured and quoted on: Washington Post, Wall Street Journal, SmartMeetings Magazine, CNN.com, NPR, HR Magazine, USA Today

• Certified Speaking Professional by National Speakers Association

• Member of the National Board of the National Speakers Association

• Author of several books:
  • Reinvent Yourself: Strategies for Achieving Success in Every Area of Your Life”; The Seat: How to Get Invited to the Table When You’re Over-performing and Undervalued.”
The Need for a More Diverse Seat

My Story
Your Story

Organizational Strategies

Individual Strategies
The Need for a More Diverse Table
The Global Workforce is Changing

- Women
- Religion
- LGBTQ
- People with Disabilities
- People of Color
- Virtual/Mobile/PT
- Generations
My Story

THE SEAT
How to Get Invited to the Table When You’re Over-Performing but Undervalued

Dr. Shirley Davis, CSP
The Success Doctor™
Share Your Story
ORGANIZATIONAL STRATEGIES

- Adopt hiring practices and strategies to attract more diverse talent.
- Embed Diversity & Inclusion in strategic/operating plan.
- Invest in line leadership development.
- Formalize workforce and succession planning.
- Minimize Unconscious Bias in Decision Making.
12 Strategies for Getting a Seat at the Table

Rate yourself on a scale of 1 to 5 for each on how well you do these
Earn it; It’s Not Given

It Starts With You

- Knowing who you are
- Knowing your WHY
- Credibility
- Brand Reputation
The only way to do great work is to love what you do. If you haven’t found it yet, keep looking. Don’t settle. As with all matters of the heart, you’ll know when you find it.

- Steve Jobs
Learn the Business

Top 3 Business Objectives

What’s Keeping Your CEO up at Night

3-5 Yr Strategic Plan

Top 5 Competitors
Become an SME

An expert

Some experience through extensive knowledge called in for advice
Be a Leader
Collaborate Across the Organization
Be Courageous
Think Innovatively, Strategically, and Futuristically
out of office
Be an Intrapreneur

entrepreneur

more freedom

own boss

more risk

intrapreneur

less freedom

employed in an organization

less risk

THE SEAT

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Be an Intrapreneur

INTRAPRENEUR: AN EMPLOYEE WHO IS GIVEN FREEDOM AND FINANCIAL SUPPORT TO CREATE NEW PRODUCTS SERVICES AND SYSTEMS WHO DOES NOT HAVE TO FOLLOW COMPANY’S USUAL ROUTINES AND PROTOCOLS

It doesn’t make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do.”

Steve Jobs
12 Strategies for Individuals

Earn it; It’s Not Given

Learn the Business

Know the Leaders

Become an SME

Be a Leader

Get Early Wins

Collaborate Across the Organization

Be Courageous
12 Strategies for Individuals

Think Innovatively, Strategically, and Futuristically

Secure a Champion

Get out of the Office

Be an "Intra-preneur"

Intrapreneurship
In-tra-pre-neur-ship (n) 1. Successful adaptation of entrepreneurial attitudes and strategies inside of bureaucratic organization. 2. Implementation of start-up practices within a large organization, producing valued innovation.
How Did You Rate?
Questions / Comments
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