



Develop leaders who are willing to use their positional power and privilege to create an **inclusive culture**.

As leaders shift from reactive to proactive efforts across the landscape of diversity, equity, & inclusion, allyship and sponsorship become increasingly important.

- Allyship is a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people.
- Sponsorship is advocating and being personally vested in the upward movement and professional development of another.

Both allyship and sponsorship requires a level of self-awareness around the relationship between privilege and power and work to use both to progress the evolution and opportunity of others.

Allyship & Sponsorship

Expand Your Diversity and Inclusion Strategy

The Experience

Our Allyship & Sponsorship program helps leaders realize their potential to be allies and sponsors, while first understanding their readiness to do the work. Participants learn how allyship and sponsorship fit into the overall diversity and inclusion strategy. Then, in collaboration with their peer leaders, they will identify what actionable allyship and sponsorship look like while evaluating the organizational practices currently in place. Participants are provided the opportunity to create a unique and personal mission statement regarding their desire to be an ally and a sponsor. Using what they learn and share through small group discussions, reflection, and interactive activities, participants will determine an action plan that addresses short- and long-term efforts regarding true allyship and sponsorship.

Program Objectives:

- Define allyship and sponsorship as they relate to inclusion and leadership.
- Learn ways to make allyship actionable.
- Understand the value and concept of an Employee Resource Group (ERG).
- Identify partnership opportunities across department leadership and peer teams.
- Create an allyship mission statement.
- Develop a next-steps action plan to implement allyship and sponsorship opportunities.

Pework:

Participants assess what it means to be an ally and a sponsor within their organization and reflect on their strengths and areas of opportunity. This reflection moment is further cultivated in the session in collaboration with peers and additional learning moments.

Duration | This course is available in a 2-hour virtual agenda.

Target Audience | Frontline leaders through senior leaders.

Class Size | This course is designed for up to 20 participants.

• • • Give your **leaders** the opportunity to become an **ally** and a **sponsor** in their organization and to help **create an inclusive organization**.

For more information about **Allyship & Sponsorship**, please visit www.gpstrategies.com.



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