



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 becomes increasingly important. Allyship requires leaders to actively advance the culture of inclusion and break down social injustice through conscious, intentional, and purpose driven work, especially in support of those that are marginalized. When we are allies, we are an accomplice to the change, taking on the struggles and experiences of others as our own.

The Experience

Our Allyship program helps leaders realize their potential to be allies, while first understanding their readiness to do the work. Participants learn how allyship fits into the overall diversity and inclusion strategy and cultivate their understanding of how allyship differs from sponsorship and mentorship. Then, in collaboration with their peer leaders, participants identify what actionable allyship looks like, while evaluating the organizational practices currently in place surrounding allyship. The concepts of courage and risk are also analyzed as it relates to the work of an ally. Participants are provided the opportunity to create a unique and personal mission statement regarding their desire to be an ally. 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.

Allyship

Expand Your Diversity
and Inclusion Strategy



Program Objectives:

- Define allyship, sponsorship, and mentorship as it relates to inclusion and leadership
- Assess readiness and risk related to allyship
- Learn ways to make allyship actionable
- Create an allyship mission statement
- Develop a next steps action plan to implement allyship opportunities

Duration | This course is available in a 3-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** in their organization and to help **create an inclusive workforce**.

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



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