



Friday | October 15, 2021 | 12:45-1:45 p.m. | General Session

The Missing Piece in Your DEAI Strategy

Erica Reed – Founder & CEO, ENR Training & Consulting, LLC



Have you noticed that many DEAI efforts fall flat when attempts are made to implement? Have you figured out why? It's because too many organizations are trying to implement DEAI with leaders who have low EI (Emotional Intelligence).

DEAI is more than just a box for leaders to check off. It is about developing sustainable change that creates a workplace environment where employees feel they belong, are valued and have opportunities for growth and development. The challenge is that DEAI initiatives require doing something different, with different people. Difference creates discomfort. Discomfort leads to stress, anxiety, and resistance.

When leaders and employees operate with low Emotional Intelligence, they are less able to navigate through the challenges and changes that DEAI initiatives often require. As a result, organizations do not achieve their strategic goals of attracting and retaining the best talent, remaining in high regards to their customer base, and creating innovative solutions to industry problems. Leaders with low Emotional Intelligence are also ill prepared to support and engage with employees who have experienced high levels of stress and trauma.

This workshop will provide evidence-based information regarding the importance of Emotional Intelligence in Diversity, Equity, Accessibility, and Inclusion conversations. We will discuss how Emotional Intelligence helps leaders and employees understand one's own emotional reactions to situations and people, determines how you engage and support employees through change, and fosters an environment of belonging and inclusion for people of diverse abilities, backgrounds and trauma experiences.

Participants will learn:

- How Emotional Intelligence impacts organizational efforts to integrate DEAI into policies and practices.
- Actionable steps you can take to improve your Emotional Intelligence and successfully navigate crucial conversations.
- Why HR Professionals and Leaders must use the L.E.N.S. Solution to manage and support employees through challenges and change.

About Erica Reed

Erica N. Reed, LCSW-C is a Psychotherapist and Workplace Wellness Expert, specializing in helping corporate leaders retain diverse professionals by leading with empathy.

Erica is founder and CEO of ENR Training and Consulting, LLC which helps managers become inclusive leaders with higher levels of emotional intelligence, improved communication skills, and the ability to optimize the unique strengths of employees.

Taking her clinical and training expertise to the classroom, Erica is an Adjunct Professor at Bowie State University and Catholic University of America. Erica's experience as a college professor provides a unique understanding of adult learning styles and she designs training curriculums where everyone in attendance can easily understand and immediately implement the actionable strategies provided. Erica's trainings are engaging and informative...no fluff...just lots of great information to get and keep your attention and energize you to develop and grow.