

IDEAL Circles

Designed to foster deeper understanding and application of DEI principles among managers, these discussion circles provide a platform for managers to connect, reinforce DEI principles, and foster accountability within their teams.

Format

- IDEAL Circles come as an “Empowerment Package” equipping you for internal facilitation. This involves a process we help you setup internally by upskilling or training a group of IDEAL Manager Champions (IMCs) to facilitate these peer-led sessions with other managers.

Target Group Size:

6-12 managers per IDEAL Circle

Delivery Method:

IDEAL Circles are best in-person but virtual circles can also be effective.

Content

Practical application of DEI principles in team management and fostering inclusion on teams.

We help you recruit IDEAL Manager Champions (IMCs) and prepare them to facilitate small group peer discussions with other managers (IDEAL Circles) in an ongoing manner. We equip them through a 90-minute “Empowerment Lab” training, partner with them to guide their first IDEAL Circle session, and provide them with an “Empowerment Package” - a full year’s worth of quarterly IDEAL Circles materials including tools/templates, discussion outlines, and best practice guides.