

**American Management Association's
Moving from Inclusion to Belonging: How to
Shift from Intent to Impact**

Learning Objectives

- Understand What Belonging Is and Why It Is Important to Organizations
- Identify the Beliefs, Myths and Perspectives on Diversity, Equity, Inclusion and Belonging
- Discover the Impact of Exclusion and the Business Imperative for Inclusion
- Understand the Science for Belongingness to Thrive in Organizations
- Assess the Current State of Belongingness in Your Organization
- Leverage the Power Structure Drivers in Organizations That Create a Culture of Belongingness
- Develop an Authentic Culture of Belongingness at Work

What Is Belonging?

- Define What Makes up Belonging
- Identify the Beliefs, Myths, and Perspectives on Diversity, Equity, Inclusion and Belonging
- Understand the Strengths and Limitations of These Beliefs and Perspectives on the Current Conversation

The People and Business Imperative for Belonging

- Identify Current Drivers for Belongingness
- Understand the Cost of Exclusion
- Create an Environment That Fosters Belonging

The Science Behind Belongingness

- Understand the Science Behind Belonging
- Understand How the Brain Processes Exclusion and the Impact on Behavior
- Understand Psychological Safety and Its Impact on Behavior

The Power Behind a Culture of Belonging in Organizations

- Recognize Influences and Power Structures at Work
- Understand the Power Structure of Influencers that Create a Culture of Belongingness
- Identify How You Can Influence Power Structure Drivers to Develop a Workplace of Belonging

Beyond the Offer Letter: Laying the Foundation for Belongingness

- Recognize the Current Reality in Employing Belongingness at Work
- Assess the Onboarding Experience
- Identify Ways of Creating a Workplace of Inclusion to Foster Belongingness in the Workplace

Evolving from Intent to Impact: Developing a Competency of Belonging

- Take Ownership of Developing a Culture of Belongingness in the Workplace
- Distill and Build Your Learning Through a Final Activity