



Professional Series

Programme at a Glance & Workshop Catalogue

Updated as of 25 April 2019



Professional Series

A Community Business Initiative

a programme of **public training workshops** in Asia, designed to support your commitment to responsible and inclusive leadership.

Delivered in partnership with leading experts and consultants, sessions are offered in five markets across Asia and address a range of subjects, with a particular focus on diversity and inclusion.

Leverage the Professional Series to engage a broad range of stakeholders across the region – educating, upskilling and extending the impact of your strategy in Asia.

For More Details: <https://www.communitybusiness.org/programmes-campaigns/professional-series>
For Enquiry: info@communitybusiness.org

Strategic Partner: The Executive Centre

DIAN 2019 Membership Benefits



2 tickets for EACH workshop in Series 2019



US\$225 for additional ticket at member rate

Regular Rate: US\$250





Professional Series 2019 – Programme at a Glance*

Theme: Building Responsible and Inclusive Business Leadership

<p>China</p>	<p>Hong Kong</p>	<p>India</p>	<p>Japan</p>	<p>Singapore</p>
<p>Wholistic Coaching Fyiona Yong Embracing Generational Diversity and Inclusion in the Workplace (30 May 9 am – 12.30 pm Shanghai)</p>	<p>Chorev International Dr Andrew Ma Developing the Respectful Culture in Religion Diversity in the Workplace (18 Jun, 9 am – 12 noon)</p>	<p>Potential Project International Marut Bhardwaj Creative Focus for Performance Effectiveness through Mindfulness (10 May, 10 am – 1 pm Delhi)</p>	<p>Inclusion by Design Katrina North Cross Cultural Intelligence (25 Jul, 9 am – 12 noon Tokyo)</p>	<p>TAC Global Tracy Ann Curtis Inclusive Manager – Maximising the Mix (25 Apr, 2 pm – 5:30 pm)</p>
<p>StarMaker Samuel Bobertz The Art of Inclusion: Emotional Awareness and Leveraging Diversity of Thought (Mandarin) (28 Jun, 2 pm – 6 pm Shanghai)</p>	<p>Inclusion by Design Katrina North Crafting the Inclusion and Diversity Narrative of the Future (23 Jul, 9 am – 12 noon)</p>	<p>TAC Global Tracy Ann Curtis Inclusive Manager – Maximising the Mix (16 Jul, 2 pm – 5 pm Bangalore)</p>	<p>Ikigai Authentic Yuta Hasumi Be Authentic in Diversity and Inclusion (Sep 6, 9 am – 12noon)</p>	<p>Talking Talent Freddie Alves Making Sense of the World of Difference (Diversity): Inclusive Leadership Practices that Matter (26 Sep, 9 am – 12 noon)</p>
<p>Press Start Vince Siu Building for Impact: Identities, Visions and Strategies (23 Aug 9:30 – 12:30 pm Beijing)</p>	<p>Leadershift Inc Dr Tanvi Gautam The Power of Purpose in Leading for Impact (10 Oct, 9 am – 12 noon)</p>	<p>Social Equity Advisory Services Abha Saxena Become a Disability-Inclusive Workplace (30 Aug, 2 pm – 5 pm Pune)</p>	<p>LEAP Linda Akutagawa Understanding and Leveraging Culture and Values (20 Nov, 9 am – 12 noon Tokyo)</p>	<p>Community Business Topic: Disability and Wellbeing (Q4)</p>
<p>Press Start Vince Siu Building for Impact: Identities, Visions and Strategies (17 Sep 2 pm – 5 pm Shanghai)</p>	<p>Innogreat Consulting Jimbo Clark Working In & Out of the Box (26 Nov, 2 pm – 5 pm)</p>	<p>Community Business FACES Workshop: Intersectionality (27 Sep, 1 pm – 4 pm Hyderabad)</p>	<p>Aperian Global Keiko Sakurai Creating an Inclusive Workplace (28 Nov, PM Tokyo)</p>	<p>Symmetra Heather Price Embedding Psychological Safety (Q4)</p>
<p>Community Business Topic: Disability (TBC)</p>	<p>Community Business Topic: TBC (Sep)</p>			

Strategic Partner: The Executive Centre

Click on the workshop title for more information or registration.



PLUS
1 workshop in Manila, Philippines



Community Business
An Introduction to Diversity and Inclusion
(19 Jul, 2 pm – 5 pm)



Embracing Generational Diversity And Inclusion In The Workplace

Fyiona Yong

Millennial Leadership Coach, Wholistic Coachsulting Ltd

Learn how to effectively attract, engage and retain the Millennial generation in your organisation by equipping your leaders to be skillful in communication, coaching, and change management

30 May | 9 am – 12:30 pm | Shanghai, China

Workshop Description

It is essential for leaders to know how to attract, motivate and engage the future workforce and more importantly: Create an inclusive multi-generational team where each generations' strengths are leveraged on.

Today and tomorrow's workforce comprise an often misunderstood generation - the Millennials who represent a fast-growing and developing demographic of the workforce.

You will learn about the Asian Millennials and drivers to engage multi-generational teams in a practical way to harness the talents of each generation.

This workshop is curated and delivered by a Millennial herself who has a 14-year corporate career in Leadership positions and who is one of the youngest certified coaches in Hong Kong and Asia (ICF ACC).

Why Attend

- Understand that unconscious bias and misconceptions among your team members from different generations may derail the team's effectiveness and performance
- Learn how to effectively attract, engage and retain the Millennial generation in your organisation by equipping your leaders to be skillful in communication, coaching, and change management
- As a leader, you set the tone and it's vital for you to help your team members to demystify the false perceptions of each other and enhance trust, collaboration and productivity

Target Audience

- Function: General / Mixed
- Level: General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



Click here for more information or registration.



The Art of Inclusion: Emotional Awareness and Leveraging Diversity of Thought

Samuel Bobertz

Co-Founder, Consultant and Facilitator, STARMAKER

Use improvisational theatre tools to explore the power of a solutions-based mindset, gaining trust and creating opportunities

28 Jun | 2 pm – 6 pm | Shanghai, China

Workshop Description

STARMARKER's workshop takes a humanistic rather than moral approach to examining bias by addressing the practical benefits to inclusivity. Bias is built on assumptions made about people who we perceive as "different" from us. Through honest and transparent dialogue, we uncover how these assumptions have made work life difficult and unproductive.

This session examines the psychological function of trust and how it can be cultivated. Using tools from improvised theatre and unique thought experiments, STARMAKER explores human nature, challenging you to identify patterns in your interactions with people of different genders, cultures, ages, etc. By introducing the Workplace Big-Five, script writing and facilitated role-plays, relationships are redefined to optimise diversity. Ultimately, the group identifies a mutually relevant and beneficial superordinate goal that unites and empowers them as a team.

Why Attend

- Direct leaders and teams on how to master their emotions through self-knowledge and become more aware of internal narratives.
- Refocus attention onto and gain insights from what connects us as a species, while still appreciating diversity of perspective that make successful organisations and teams.
- Explore the powerful Big-Five tool of personality as a way of understanding individual variability and how each and every nature has its own beauty and relevance.
- Learn how to communicate with clarity and confidence, influence others, capitalise on diversity, and cultivate a sense of belonging and inclusion in the workplace.

Target Audience

- Function: Business / HR / D&I
- Level: Middle / Senior Level



China



Hong Kong



India



Japan



Singapore



Philippines



[Click here for more information or registration.](#)



Building for Impact: Identities, Visions and Strategies

Vince Siu

Co-Founder, Press Start Hong Kong

Co-create a shared strategic direction, identify opportunities and challenges, and develop practical implementation strategies

23 Aug | 9:30 am – 12:30 pm | Beijing, China

Workshop Description

Build your way towards an impactful strategy plan – and have fun doing it!

Led by games consultancy Press Start Hong Kong, “Building for Impact” is a collaborative, hands-on play experience where participants will co-create a shared strategic direction, identify opportunities and challenges, and develop practical implementation strategies, in a theme of their choosing – responsible business, CSR, diversity and inclusion, employee well-being, etc. Using the LEGO® SERIOUS PLAY® methodology, this workshop will challenge participants to play like they’ve never before, using metaphors and other creative methods to build an aligned strategic roadmap via various modules and hands-on exercises. Participants will walk away with a shared understanding of the opportunities ahead and a renewed sense of organizational purpose, as well as an actionable roadmap that will enable them to hit the ground running with their new insights

Why Attend

- Create actionable roadmaps that can be implemented immediately
- Build strategic alignment among participants on organisational identity, opportunities and challenges
- Create a sense of shared ownership over the chosen theme among participants
- Learn how to deliver a creative, hands-on team-building exercise that also refocuses the team around its visions
- Learning through play and building with LEGO bricks is fun!

Target Audience

- Function: Business / HR / CSR / General / Mixed
- Level: Junior / Middle / Senior / General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



Click here for more information or registration.



Building for Impact: Identities, Visions and Strategies

Vince Siu

Co-Founder, Press Start Hong Kong

Co-create a shared strategic direction, identify opportunities and challenges, and develop practical implementation strategies

17 Sep | 2 pm – 5 pm | Shanghai, China

Workshop Description

Build your way towards an impactful strategy plan – and have fun doing it!

Led by games consultancy Press Start Hong Kong, “Building for Impact” is a collaborative, hands-on play experience where participants will co-create a shared strategic direction, identify opportunities and challenges, and develop practical implementation strategies, in a theme of their choosing – responsible business, CSR, diversity and inclusion, employee well-being, etc. Using the LEGO® SERIOUS PLAY® methodology, this workshop will challenge participants to play like they’ve never before, using metaphors and other creative methods to build an aligned strategic roadmap via various modules and hands-on exercises. Participants will walk away with a shared understanding of the opportunities ahead and a renewed sense of organizational purpose, as well as an actionable roadmap that will enable them to hit the ground running with their new insights

Why Attend

- Create actionable roadmaps that can be implemented immediately
- Build strategic alignment among participants on organisational identity, opportunities and challenges
- Create a sense of shared ownership over the chosen theme among participants
- Learn how to deliver a creative, hands-on team-building exercise that also refocuses the team around its visions
- Learning through play and building with LEGO bricks is fun!

Target Audience

- Function: Business / HR / CSR / General / Mixed
- Level: Junior / Middle / Senior / General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



Click here for more information or registration.



Topic: Disability Community Business

Date: To be confirmed | Shanghai, China

Workshop Description

Professional Series is a programme of public training workshops addressing a range of topics related to responsible and inclusive leadership. Delivered in partnership with leading experts and consultants in different markets in Asia.

Community Business is ideally positioned to provide training and consulting, upskilling your employees and advising you on your responsible and inclusive business strategy in Asia. We work with organisations of all sizes, across different industries, to offer a range of training modules addressing different aspects of responsible and inclusive business. Our content is grounded in our research and draws on insights from the region, including local best practice. It can be delivered in a variety of formats depending on your audience and objectives.

More details to come.

Target Audience

- Function: General / Mixed
- Level: General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



[Click here for more information or registration.](#)



Developing the Respectful Culture in Religious Diversity in the Workplace

Dr Andrew Ma

Founder and Executive Director, Chorev Consulting

Cultivate and share ways to create an inclusive culture for different religion practices in the workplace

18 Jun | 9 am – 12 noon | Hong Kong

Workshop Description

Asia has been multi-faith region for years, given the diversity of beliefs and practices among Anglicans, Catholics, Methodists, Congregationalists, Presbyterians, Buddhism, Taoism, Hinduism, Muslim, etc. Organisations that are driving diversity and inclusion need to set up an accommodating culture to enable their employees or potential employees to feel free observe different religious duties in the offices.

Different religions have different viewpoints towards issues like religious attires, office decorations, LGBT rights, etc.

If leaders are not aware of nor do not have the right skills in handling these diverse views, there can be negative effects on team cohesiveness and relationships among team members. Managers must ensure that they avoid cultural biases and value the skills of religiously and culturally diverse members and potential candidates. Education of religious diversity in the office is crucial to encourage religious acceptance and avoid stereotyping or discrimination in the workplace across Asia.

Why Attend

- Cultivate an inclusive culture for different religion practices in the workplace
- Share ways to create an inclusive and celebrative environment where different religions are welcome
- Provide tips in resolving cross-religious conflicts and issues that can happen in the workplace
- Explore different religious viewpoints towards different diversity and inclusion issues

Target Audience

- Function: General / Mixed
- Level: General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



Click here for more information or registration.



Crafting the Inclusion and Diversity Narrative of the Future

Katrina North

Founder, Inclusion by Design

Identify and define leadership capabilities and skills required to successfully lead and manage the future workforce, and develop a genuinely inclusive narrative to guide the organisational transformation

23 Jul | 9 am – 12 noon | Hong Kong

Workshop Description

Not moving the needle?

Join this case study based session which provides a new approach and toolkit via practical application for experienced D&I practitioners.

This is an opportunity to stretch your strategic thinking and approach to navigate the changing nature of both work and the workforce using strategic marketing and design thinking techniques.

Through this workshop, you can gain practical experience to think strategically and holistically around future workforce composition by:

- Setting strategic objectives for future workforce composition
- Identifying and defining leadership capabilities and skills required to successfully lead and manage the future workforce
- Developing a genuinely inclusive narrative, grounded in the organisation purpose, to guide the transformation

Why Attend

- Stretch your thinking
- Deep dive to a forward and future focused case study
- Discover and use new tools and approaches you can use immediately in your everyday practice
- Be “on the tools” and practice in a fun and safe session
- Build and tap into your network to take a different approach

Target Audience

- Function: General / Mixed
- Level: Middle / Senior Level



China



Hong Kong



India



Japan



Singapore



Philippines



[Click here for more information or registration.](#)



The Power of Purpose in Leading for Impact

Dr Tanvi Gautam

Founder, Leadershift

Understand the importance of purpose in creating more engaged and inclusive workplaces, and craft your own purpose statement in the role you are in

10 Oct | 9 am – 12 noon | Hong Kong

Workshop Description

The power of purpose is being increasingly recognised by companies across the world as a key differentiator for providing meaningful work experiences as well as a chance for doing good by doing well.

In this session you will learn - why purpose has such a pull both for employees as well as organisations; some common myths associated with purpose as well get a chance to as step back and think about your own purpose as a leader in the role that you occupy. Be prepared for active reflection and inspired action.

Why Attend

- Understand the importance of purpose in creating more engaged and inclusive workplaces
- Craft your own purpose statement in the role you are in
- Get inspired and inspire others to step into their purpose
- Avoid the common mis-steps and myths that prevent companies from leveraging purpose in the workplace

Target Audience

- Function: General / Mixed
- Level: Middle / Senior Level



China



Hong Kong



India



Japan



Singapore



Philippines



[Click here for more information or registration.](#)



Working In & Out of the Box

Jimbo Clark

Founder, Facilitator, Creative Innovation Expert, Innogreat Consulting

The Box - a simple, yet powerful tool transcending language and cultural barriers - simplifies complex concepts by making invisible physical, and by making the unconscious conscious

26 Nov | 2 pm – 5 pm | Hong Kong

Workshop Description

Wear The Box to understand the impact of your unconscious bias on your day to day thinking. Your unconscious thinking impacts you MORE than the box you are wearing.

When people say, “Think out of the box,” what is “the box?” --- The Box represents the invisible boundaries of your thinking.

Reflect on the filters you use to understand and be understood (language, culture, gender, experience, job function, etc.)

Apply the learnings by adjusting your own Box

- **Authenticity** – How can I be more real with others?
- **Curiosity** – How can I take a **real interest in others** to improve our chemistry?
- **Open Mindedness** – How can I **reduce judgements** to make space for differences?
- **Empathy** – How can I better understand and be a solution for the pressure others are under?

Why Attend

- The Box is a simple, yet powerful tool that has been used at all organisational levels with a variety of applications
- The Box transcends language and cultural barriers having been used in more than 20 countries and 10 languages
- The Box simplifies complex concepts by making invisible physical, and by making the unconscious conscious
- You will receive and personalise your own box to reflect, share with others and make improvements
- The Box can be deployed by outside consultants, or through internal certified trainers.
- The Box can be delivered face to face or via a well-tested online learning platform (more than 40 successful online trainers certified in 2018 alone)

Target Audience

- Function: General / Mixed
- Level: Middle / Senior Level



China



Hong Kong



India



Japan



Singapore



Philippines



Click here for more information or registration.



Topic: Disability and Wellbeing Community Business

Date: Sep (To be confirmed) | Hong Kong

Workshop Description

Professional Series is a programme of public training workshops addressing a range of topics related to responsible and inclusive leadership. Delivered in partnership with leading experts and consultants in different markets in Asia.

Community Business is ideally positioned to provide training and consulting, upskilling your employees and advising you on your responsible and inclusive business strategy in Asia. We work with organisations of all sizes, across different industries, to offer a range of training modules addressing different aspects of responsible and inclusive business. Our content is grounded in our research and draws on insights from the region, including local best practice. It can be delivered in a variety of formats depending on your audience and objectives.

More details to come.

Target Audience

- Function: General / Mixed
- Level: General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



Creative Focus for Performance Effectiveness through Mindfulness

Marut Bhardwaj

Country Director India and Senior Trainer, Potential Project International

Focus and Concentration • Resilience & Work-Life Balance • Stress Reduction • Efficiency and Productivity

10 May | 10 am – 1 pm | Delhi, India

Workshop Description

At work people are distracted 47% of the time. Distractedness decreases performance, innovation and resilience.

What if we could get a second ahead of the Distractions and get ahead of the Autopilot?

What if we could overcome our addition to action and multi-tasking?

The good news is we can. The key is to train the mind to be more focused and clear through Corporate Mindfulness.

We are the global leader in providing customised organisational effectiveness programs based on mindfulness. Our mission is to enhance individual and company performance, resilience and creativity. During the past decade, we have brought mindfulness training to 100,000 individuals in over 500 companies across North America, Asia, Europe and Australia. All programmes are individually designed to meet your needs.

Why Attend

Potential Project's training solutions are designed to address the core challenges for individuals and organisations today with proven measurable results. Programmes are underpinned by neuroscience and include mind training tools and techniques directly applicable to core workplace activities and demands for immediate beneficial outcomes:

- Focus and Concentration
- Resilience & Work-Life Balance
- Stress Reduction
- Efficiency and Productivity
- Ability to move between Big Picture and Micro-focus smoothly for greatly enhanced results

Target Audience

- Function: HR / D&I
- Level: Senior



China



Hong Kong



India



Japan



Singapore



Philippines



[Click here for more information or registration.](#)



Inclusive Manager - Maximising the Mix[©] (IN)

Tracy Ann Curtis

Founder and Principal Consultant, TAC Global

An interactive, game-based experience - ideal for global organisations wanting to work more effectively with diverse markets, customers, and colleagues. This experience of being an inclusive manager is a fun and engaging approach to developing your ability to be more inclusive and participate in building a more inclusive organisation

16 Jul | 2 pm – 5:30 pm | Bangalore, India

Workshop Description

Inclusive Manager - Maximising the Mix[©] is an interactive, game-based experience. Participants learn by doing. This workshop is Ideal for global organisations wanting to work more effectively with diverse markets, customers, and colleagues. This experience of being an inclusive manager is a fun and engaging approach to developing your ability to be more inclusive and participate in building a more inclusive organisation.

How It Works

An expert facilitator guides participants through two interconnected learning maps, prompting lively discussion, debate, and learning.

- Map One: Why Care About Inclusion: facilitates a discussion of the macro business case for D&I inside global organisations. Participants will explore: cultural diversity, societal norms and competitive advantages of a diverse and inclusive workforce
- Map Two: How to Be Inclusive: establishes a long-lasting inclusive leadership mindset. Participants put inclusion into practice by: assessing inclusive behaviours within a regional and/or workplace cultural context; considering realistic workplace scenarios; understanding the diverse perspectives of peers and colleagues; learning simple yet influential behaviours that can be applied immediately.

Why Attend

- Explore macro business case for D&I inside global organisations
- Explore cultural diversity, societal norms and competitive advantages of a diverse and inclusive workforce
- Establish a long-lasting inclusive leadership mindset
- Assess inclusive behaviours within a regional and/or workplace cultural context
- Understand the diverse perspectives of peers and colleagues
- Learn simple yet influential behaviours that can be applied immediately

Target Audience

- Function: Business / HR / D&I
- Level: Middle / Senior



China



Hong Kong



India



Japan



Singapore



Philippines



Click here for more information or registration.



Become a Disability-Inclusive Workplace

Abha Saxena

Founder, Social Equity Advisory Services

Build a framework for your organisation by recognising, appreciating and celebrating different abilities and clarify your doubts about RPWD 16 Act

30 Aug | 2 pm – 5 pm | Pune, India

Workshop Description

Hiring people with disability makes good business sense, however being a Disability-Inclusive Workplace is more than just that. As employers begin to understand financial and regulatory benefits, the challenge now lies in closing the loop and creating a holistic environment for employees with disability to thrive.

This workshop aims at providing practical tips on how to progress their organisations towards being truly disability-inclusive. Topics like Educating and sensitising staff, How/Where to hire from, Ensuring the physical infrastructure challenges are addressed, and Understanding the nuances of RPWD 16 will be covered.

Why Attend

- Understand the business impact of being an inclusive workplace
- Build a framework for your organisation by recognising, appreciating and celebrating different abilities
- Learn the correct way / global method of hiring people with disabilities.
- Clarify your doubts about RPWD 16 Act

Target Audience

- Function: Business / HR / D&I
- Level: Middle / Senior



China



Hong Kong



India



Japan



Singapore



Philippines



Click here for more information or registration.



FACEs: Intersectionality Community Business

Community Business' signature offering, designed to bring issues of diversity and inclusion to life by sharing real stories of workplace exclusion and challenging the audience to identify a more inclusive approach

27 Sep | 1 pm – 4 pm | Hyderabad, India

Workshop Description

Community Business' signature offering, designed to bring issues of diversity and inclusion to life by sharing real stories of workplace exclusion and challenging the audience to identify a more inclusive approach.

In this highly interactive workshop, Community Business works with diverse individuals – inviting them to share their personal stories of exclusion in the workplace. Delegates are invited to respond, discussing what can be done to address the issues raised and consider how they can play a role in creating a more inclusive work environment. Stories will be developed to explore different aspects of diversity and exclusion, including gender, culture, disability, LGBT+, etc.

By bringing the issues of diversity and inclusion to life, this session opens the eyes of delegates to the experiences of others, challenges mindsets and motivates all to take action to create a more inclusive culture.

Why Attend

- Have the opportunity to explore the sensitive subject of inclusive cultures in an open and safe environment
- Increase their understanding of diversity, its relevance to the workplace and the importance to business
- Be inspired and encouraged to develop a plan of action for proactively addressing inclusion at the organisation
- Be exposed to some of the real workplace issues that many employees in India face
- Be encouraged to think about how these issues apply at the organisation

Target Audience

- Function: General / Mixed
- Level: General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



[Click here for more information or registration.](#)



Cross Cultural Intelligence

Katrina North

Founder, Inclusion by Design

Discover your personal cultural behaviours drivers and understand how they may be different to others as well as find out strategies and tips to successfully build your cross cultural intelligence

25 Jul | 9 am – 12 noon | Tokyo, Japan

Workshop Description

Working globally and cross culturally can be challenging. This session will allow you to uncover, better understand and start to successfully navigate the complexities of cultural difference for enjoyable and productive relationships, experiences and outcomes.

Experience “ah ha” of what your cross cultural colleagues were actually telling you and joy of being able to build better relationships and understanding.

Why Attend

- Discover the differences in world views
- Discover your personal cultural behaviours drivers and understand how they may be different to others
- Discover the value of relativity
- Discover strategies and tips to successfully build your cross cultural intelligence

Target Audience

- Function: General / Mixed
- Level: General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



Click here for more information or registration.



Be Authentic in Diversity and Inclusion

Yuta Hasumi

Founder and CEO, Ikigai Authentic Ltd.

Date: 6 Sep 9 am – 12 noon | Tokyo, Japan

Workshop Description

Through a workshop, we will discuss the practical solutions of developing diverse & inclusive individuals/ teams/ organisations in a business.

This workshop will provide insights into how organisations can embrace D&I to drive better business results, to attract, develop and retain critical talents and to build brands for higher corporate profile as diversity employers.

The contents will include different aspects of diversity, such as gender, race, region, LGBT, disability and thoughts, behavior, workstyle etc. The reason why D&I matters to all of us will be explained with the framework; Talent, Business and Brand.

The audience will be employees, HR professionals and leaders across industries. We expect our audience to go away with authenticity in their own D&I challenges and gain some practical insights on how to overcome them with day-to-day key actions.

Why Attend

- Better understanding of Diversity & Inclusion
- Clarifying of their organisations' D&I directions
- Gaining authenticity in participants' own D&I challenges
- Bringing their biases from unconscious to conscious levels
- Setting practical actions how to embrace D&I in their daily responsibilities

Target Audience

- Function: Business / HR / D&I
- Level: General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



Leveraging Culture and Values

Linda Akutagawa

President and CEO, LEAP

20 Nov | 9 am – 12 noon | Tokyo, Japan

Workshop Description

Do you ever wonder why you are the way you are and why you do what you do?

Is it your personality or style or could it be cultural differences?

Have you explored how your perceptions of Asians in country cultures outside of Asia might impact your expectations and interactions in Asia?

In this session, participants will explore the idea of “who am I”

using a values-based framework and discussions initiated by these questions: How do my values influence my behavior and how do others perceive me and vice versa? What are my core values that most strongly influence me? Using Asian American history and diaspora examples, participants will also engage around the question of what are my interpretations/perceptions of the behaviors resulting from the core values of others? Techniques for managing perceptions and leveraging your core and cultural values will be discussed.

Why Attend

- Expand your self-awareness
- Get to know to values-based framework to explore “who am I?”
- Acquire the techniques for balancing cultural values in diverse workplaces
- Get to know the intersections and differences between Asians and Asian Americans through facilitated discussions and facilitator examples
- Be challenged toward greater flexibility, adaptability, creativity and innovation while expressing one’s authenticity

Target Audience

- Function: D&I, General / Mixed
- Level: General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



[Click here for more information or registration.](#)



Creating an Inclusive Workplace

Keiko Sakurai

Director, Japan Consulting, Aperian Global

Assess your current level of inclusivity, and Identify and create practical actions to increase inclusion

28 Nov | 2 pm – 5 pm | Tokyo, Japan

Workshop Description

How can we create a truly inclusive workplace?

By instead focusing on inclusive behaviours across a wide variety of visible and less visible diversity factors (i.e. age, gender, culture, function, cognitive style, etc.), we are able to drive engagement and create an inclusive workplace.

This workshop will use interactive activities and engaging conversations to explore our own styles, their strengths and potential blind spots. The session will focus on five key areas of inclusion, using Aperian Global's Inclusive Behaviour Inventory framework. From there, participants will explore potential unconscious biases using Aperian Global's CIAO (Confirmation Bias, Insider Bias, Attribution Bias, Overconfidence Bias) model and identify barriers to inclusion in order to develop best practices that ensure we are implementing behaviours to create an inclusive workplace that will lead to superior results.

Participants will walk away with tangible personal business applications and commitments that can help individuals at all organisational levels to be more inclusive.

Why Attend

- Create an emotional bond to the concepts of exclusion and inclusion
- Assess one's own current level of inclusivity
- Identify practical actions to increase inclusion
- Understand potential barriers to inclusion
- Create a plan of action

Target Audience

- Function: General / Mixed
- Level: General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



[Click here for more information or registration.](#)



Inclusive Manager - Maximising the Mix[©]

Tracy Ann Curtis

Founder and Principal Consultant, TAC Global

An interactive, game-based experience - ideal for global organisations wanting to work more effectively with diverse markets, customers, and colleagues. This experience of being an inclusive manager is a fun and engaging approach to developing your ability to be more inclusive and participate in building a more inclusive organisation

25 Apr | 2 pm – 5:30 pm | Singapore

Workshop Description

Inclusive Manager - Maximising the Mix[©] is an interactive, game-based experience. Participants learn by doing. This workshop is Ideal for global organisations wanting to work more effectively with diverse markets, customers, and colleagues. This experience of being an inclusive manager is a fun and engaging approach to developing your ability to be more inclusive and participate in building a more inclusive organisation.

How It Works

An expert facilitator guides participants through two interconnected learning maps, prompting lively discussion, debate, and learning.

- Map One: Why Care About Inclusion: facilitates a discussion of the macro business case for D&I inside global organisations. Participants will explore: cultural diversity, societal norms and competitive advantages of a diverse and inclusive workforce
- Map Two: How to Be Inclusive: establishes a long-lasting inclusive leadership mindset. Participants put inclusion into practice by: assessing inclusive behaviours within a regional and/or workplace cultural context; considering realistic workplace scenarios; understanding the diverse perspectives of peers and colleagues; learning simple yet influential behaviours that can be applied immediately.

Why Attend

- Explore macro business case for D&I inside global organisations
- Explore cultural diversity, societal norms and competitive advantages of a diverse and inclusive workforce
- Establish a long-lasting inclusive leadership mindset
- Assess inclusive behaviours within a regional and/or workplace cultural context
- Understand the diverse perspectives of peers and colleagues
- Learn simple yet influential behaviours that can be applied immediately

Target Audience

- Function: Business / HR / D&I
- Level: Middle / Senior



China



Hong Kong



India



Japan



Singapore



Philippines



Click here for more information or registration.



Making Sense of the World of Differences (Diversity): Inclusive Leadership Practices That Matter

Freddie Alves

Managing Director, Talking Talent

Start a plan to take control of the way that differences (diversity) impact your results, as well as gain knowledge of the questions and practices that will enable you to be more inclusive and effective as business leaders

26 Sep | 9 am – 12 noon | Singapore

Workshop Description

Business leaders are responsible for delivering results in key areas like talent retention and engagement, client satisfaction and market share. The quality of the connections leaders can create with staff, customers and clients drive these results. All of these connections are affected by similarities and differences among the people involved e.g. personal style, gender or national culture. Leaders with the awareness and skill to manage differences well, will be more successful and avoid inconsistent outcomes.

This highly practical workshop led by a highly experienced and respect D&I specialist will address inclusion from a business perspective and participants will be taken through a framework enabling them to start to identify challenges, find where differences most affect their organisation's results and think through the most effective ways to respond.

Why Attend

- Look at inclusion from a business perspective
- Provide participants with a framework by which to identify challenges and effective responses to those challenges
- Leave participants with the start of a plan to take control of the way that differences (diversity) impact their personal/organisation's results
- Leave participants with increased knowledge of the questions and practices that will help them be more inclusive and effective as business leaders

Target Audience

- Function: Business / HR / D&I
- Level: Middle / Senior



China



Hong Kong



India



Japan



Singapore



Philippines



Click here for more information or registration.



Topic: Disability and Wellbeing Community Business

Q4 (TBC) | Singapore

Workshop Description

Professional Series is a programme of public training workshops addressing a range of topics related to responsible and inclusive leadership. Delivered in partnership with leading experts and consultants in different markets in Asia.

Community Business is ideally positioned to provide training and consulting, upskilling your employees and advising you on your responsible and inclusive business strategy in Asia.

We work with organisations of all sizes, across different industries, to offer a range of training modules addressing different aspects of responsible and inclusive business. Our content is grounded in our research and draws on insights from the region, including local best practice. It can be delivered in a variety of formats depending on your audience and objectives.

More details to come.

Target Audience

- Function: General / Mixed
- Level: General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



Embedding Psychological Safety

Heather Price

CEO, Symmetra

Date: To be confirmed | Singapore

Workshop Description

Psychological Safety is defined as a person's willingness to take risks to speak up in their team – to propose a new idea or challenge an existing standard. This is the essence of diversity of thinking – and without psychological safety, true diversity of thinking does not exist in the team. Research has shown that where psychological safety exists, teams deliver better collaboration, performance and innovation. Therefore, creating a psychologically safe environment is essential for achieving inclusion and innovation.

In this workshop, participants will learn:

- What Psychological Safety is
- How it contributes to team learning, collaboration and performance
- What indicates the presence/lack of psychological safety
- Tools and techniques for leaders and team members to apply to embed high levels of psychological safety in their team (take home tools will be provided)

Why Attend

- Create a culture in their organisation and teams that will make it safe for employees to speak up, express their divergent views and take appropriate risk
- Recognise what indicates the presence or absence of psychological safety
- Be cognizant of what might be standing in the way of psychological safety in their team
- What behaviours and techniques (individually and team based) can be deployed to achieve a high degree of psychological safety

Target Audience

- Function: Business / HR / D&I
- Level: General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



An Introduction to Diversity & Inclusion Community Business

Tackling workplace inequality

19 Jul | 2 pm – 5 pm | Manila, The Philippines

Workshop Description

Community Business is ideally positioned to provide training and consulting, upskilling your employees and advising you on your responsible and inclusive business strategy in Asia. We work with organisations of all sizes, across different industries, to offer a range of training modules addressing different aspects of responsible and inclusive business. Our content is grounded in our research and draws on insights from the region, including local best practice. It can be delivered in a variety of formats depending on your audience and objectives. -

In this introductory session, we explore the fundamental concepts of diversity and inclusion and use interactive exercises to demonstrate their power and impact at an individual and team level.

The session will:

- Introduce key concepts of diversity and inclusion from an Asian perspective
- Provide an understanding of why D&I is important for business, teams and employees
- Raise awareness of what can get in the way of creating an inclusive workplace
- Provide top tips on developing an inclusive culture

Why Attend

- Understand D&I and the connection with the company's business, leadership, teams and employees
- Learn best practices from other companies
- Be equipped to build an inclusive culture

Target Audience

- Function: General / Mixed
- Level: General / Mixed



China



Hong Kong



India



Japan



Singapore



Philippines



[Click here for more information or registration.](#)



Thank you!

For enquiry about Professional Series, please contact: info@communitybusiness.org

All information in this document is provided for general information only and is not in the nature of advice.

It should not be relied upon for any purpose and Community Business Limited (CBL) makes no warranty or representation and gives no assurance as to its accuracy, completeness or suitability for any purpose. Inclusion of information about a company, programme or individual in this publication does not indicate CBL's endorsement. Where cited, you should refer to the primary sources for more information. This report does not necessarily reflect the views of CBL member companies or the sponsors of this report. CBL reserves the right to make alterations to any of its documents without notice.

©2019 Community Business Limited. All rights reserved. Reproduction and dissemination of this document (in whole or in part) is not allowed without prior written permission of Community Business Limited and due acknowledgment of authorship. If use of this document (in whole or in part) will generate income for the licensee, prior written permission to that effect must be obtained from Community Business Limited. To obtain permission please write to info@communitybusiness.org.