Government Affairs Seminar

The Key to Organizational Performance

Presented by

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The Facts

- By 2042, there will be no single demographic majority; people of color will comprise more than 50 percent of the U.S. population.
- By 2050, 1 in 5 people living in the US will be Hispanic.
- There are currently 5 generations in the workplace; soon to be 5.
- Disabilities affect 20% of all Americans.
- Women earn the majority of college degrees awarded in the United States.
- There are an estimated 9 million LGBT individuals in the U.S.
- 1 in 5 workers have experienced discrimination or unfair treatment at work.
- < 50% of employees who experience discrimination will stay; attrition costs 150% of employees’ salary.
- Inclusive organizations have the highest employee engagement, which in turn leads to higher performance and productivity.

Historical Perspective

Civil Rights to Full Inclusion

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<tr>
<th>Melting Pot (Assimilation)</th>
<th>Salad Bowl (Multiculturalism)</th>
<th>Inclusion (Process &amp; Performance)</th>
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MULTIPLE GENERATIONS @ WORK

Five Generations Working Side by Side in 2020

**TRADITIONALISTS**
Born 1900-1945
- Great Depression
- World War II
- Disciplined
- Workplace Loyalty
- Move to the 'Burbs
- Vaccines

**BOOMERS**
Born 1946-1964
- Vietnam, Moon Landing
- Civil/Women's Rights
- Experimental
- Innovators
- Hard Working
- Personal Computer

**GEN X**
Born 1965-1976
- Fall of Berlin Wall
- Gulf War
- Independent
- Free Agents
- Internet, MTV, AIDS
- Mobile Phone

**MILLENIAL**
Born 1977-1997
- 9/11 Attacks
- Community Service
- Immediacy
- Confident, Diversity
- Social Everything
- Google, Facebook

**GEN 2020**
After 1997
- Age 15 and Younger
- Optimistic
- High Expectations
- Apps
- Social Games
- Tablet Devices
Defining Diversity

The full spectrum of human differences and similarities, including immutable and mutable characteristics yielding unique perspectives.
Strategic Thinking

- Emotional Intelligence
- Strength Finders
- Crucial Conversations
Changing an organizational culture requires re-engineering business processes and deconstructing silos.

True inclusion will drive organizational performance
How do we get there?
Begin with Cultural Competence – Where are you on the continuum?

**NEGATIVE**

- Cultural Destructiveness: forced assimilation, subjugation, rights and privileges for dominant groups only

- Cultural Incapacity: racism, maintains stereotypes, unfair hiring practices

- Cultural Blindness: differences ignored, treats everyone the same, only responds to needs of dominant group

- Cultural Pre-competence: explores cultural issues, are committed, assess needs of organization and individuals

**POSITIVE**

- Cultural Competence: recognizes individual and cultural differences, seeks advice from diverse groups, hires unbiased staff

- Cultural Proficiency: implements change to respond to cultural needs, do research and teach

For the rest of the text, please refer to the image directly.
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THANK YOU FOR YOUR LEADERSHIP!
Who is Alonzo Kelly?

A dynamic Executive Coach, Professor, Best Selling Author, and Radio Host, Alonzo Kelly has gained international and global attention as a premier consultant and strategist. Alonzo is recognized as one the nation’s leading experts on leadership development, strategic thinking, planning, and acting which results in individual and organizational goal achievement. He has appeared on America’s Premier Experts which airs on major networks across the country including ABC, NBC, CBS, and FOX. Alonzo has served over 1,000 individuals through personal and professional development, delivered training to a plethora of fortune 500 companies, counties across the country, nonprofit organizations, and is consistently retained to be the keynote speaker at large and small events across the country.

Mission

Our mission is to evolve the journey of professionals by providing access to key resources necessary to achieve set goals.

Keynote Speaker Topics & Events

- Transitioning From Peer to Leader
- Getting Unstuck
- Embracing Change
- Effective Communication
- Difference Between Managing and Leading
- Diversity
- Getting Out of Your Own Way
- 5 Styles of Leadership
- Moving from Idea to Action
- Evolving the Conversation
- Many More!

Specialties

- Strategic Thinking/Planning
- Systems Design & Execution
- Professional Growth
- Professional Development
- Diversity/Inclusion Training
- Effective Communication Confidence & Personal Power
- Organization & Productivity
- Keynote Addresses
- Conference Workshop

Why Kelly Leadership Group?

Kelly Leadership Group, LLC. KLG is founded on the belief that our lives carry a well defined PURPOSE. GROWTH is a minimum requirement for success, and that EVOLUTION is the only way to ensure our personal and professional survival.

"What is the point of setting a goal if you can’t/won’t achieve it? Allow me the honor of helping you with your goal achievement."

-Alonzo Kelly

TEXT: LEADER1 to 678-506-7543

or go to evolve.alonzokelly.com to receive a chapter of his writing from one of his 3 best-selling books.
3 Time Best Selling Author
As Seen on:

Keynote Speaker, Executive Coach & Best Selling Author

Alonzo hit over 14 Amazon.com best seller lists with his three books; Dare To Succeed, Ultimate Success Guide, and The C.A.L.L.

Service & Leadership
- Alpha Phi Alpha Fraternity, Incorporated
- National Academy of Best Selling Authors
- Cardinal Stritch African American Leadership Program
- Quilly Award Winner
- TRIOAchiever of the Year Award Recipient
- Social Development Commission Impact Award
- United Way Philanthropic 5 Award Recipient
- National Urban League Young Professionals,
- Outstanding Central Region Member Award

Education
- Doctor of Philosophy; Public Service Leadership Capella University, (2018)
- Master of Business Administration Concordia University, Mequon, WI
- Master of Human Resource and Labor Relations, Graduate Certificate in Mediation and Negotiations, University of Wisconsin-Milwaukee, WI
- Master of Public Administration, University of Wisconsin-Oshkosh, WI
- Bachelor of Science in Business Administration Marian University, Fond Du Lac, WI
- St Lawrence Seminary High School, Mt. Calvary, Wisconsin

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“Alonzo has taken his education, corporate experience and street savvy to create an entrepreneur’s dream...The Kelly Leadership Group, LLC. What’s even more impressive is that he’s giving it all back...back to our youth! He’s a true visionary that has taken his gifts and talent to an entirely new level.”

- Anthony D. Smith
Sr. Community Relations Consultant
Children’s Hospital of Wisconsin

Partial Client List

Kelly Leadership Group
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