

Government Affairs Seminar

The Key to Organizational Performance

Presented by

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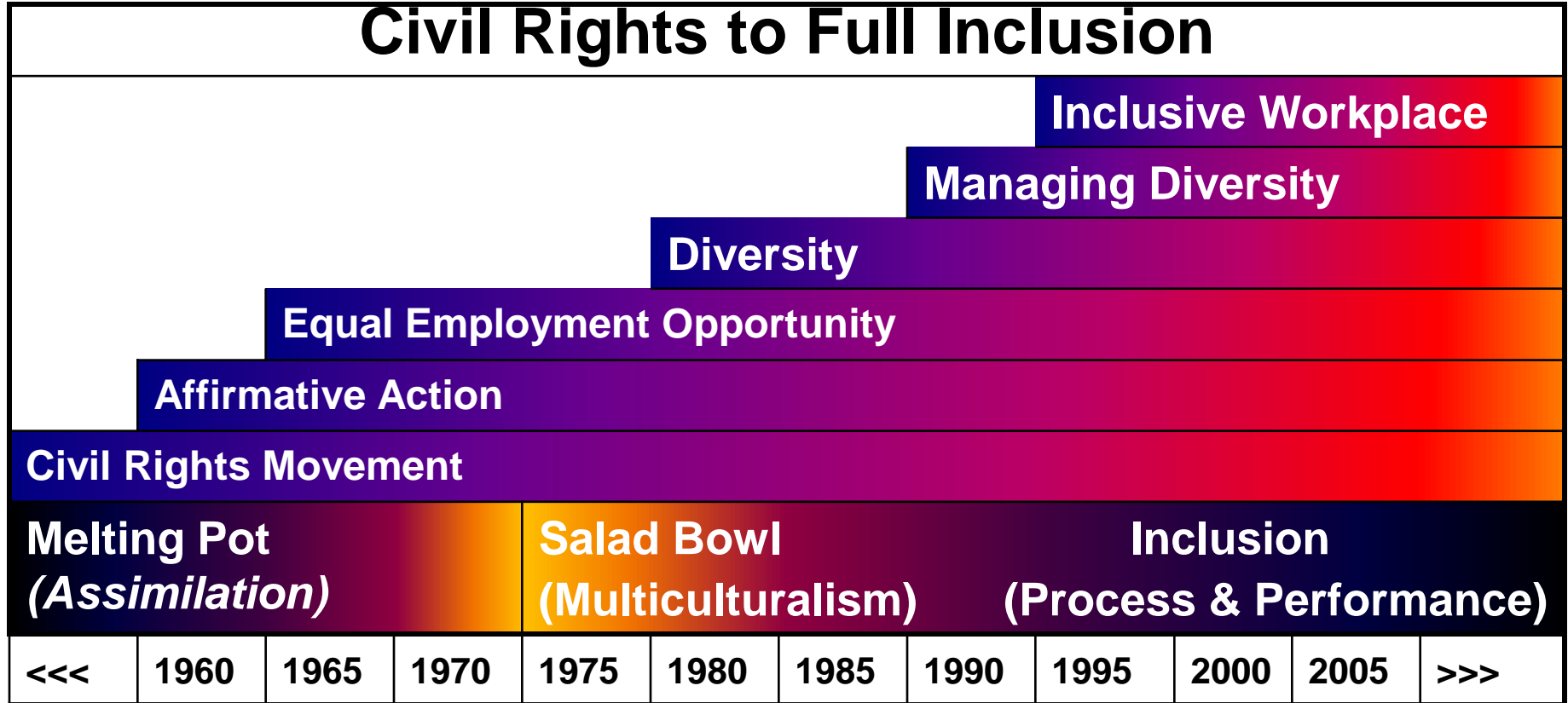
The Facts

- ▶ 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 6.
- ▶ 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.

References: US Census Bureau; The Gallup Organization. *Employee Discrimination in the Workplace, Public Opinion Poll*. December 8, 2005; Sirota Survey.

Historical Perspective

Civil Rights to Full Inclusion



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

MILLENNIAL

Born 1977-1997

9/11 Attacks
Community Service
Immediacy
Confident, Diversity
Social Everything
Google, Facebook

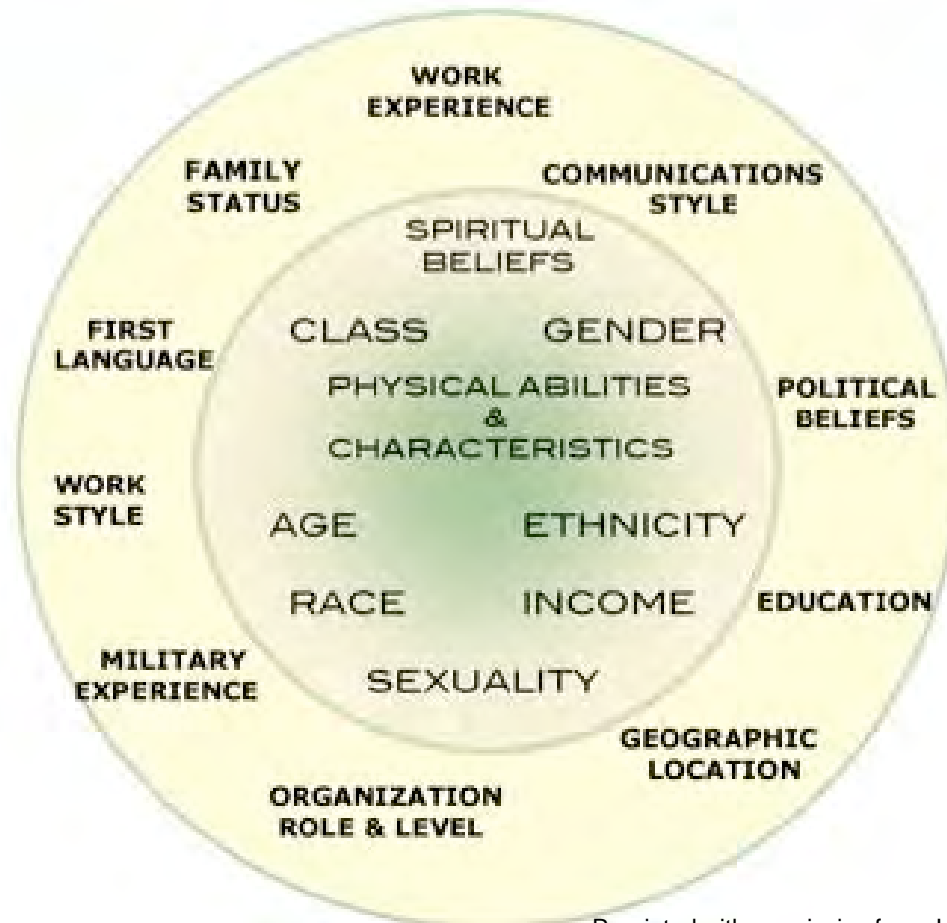
GEN 2020

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.



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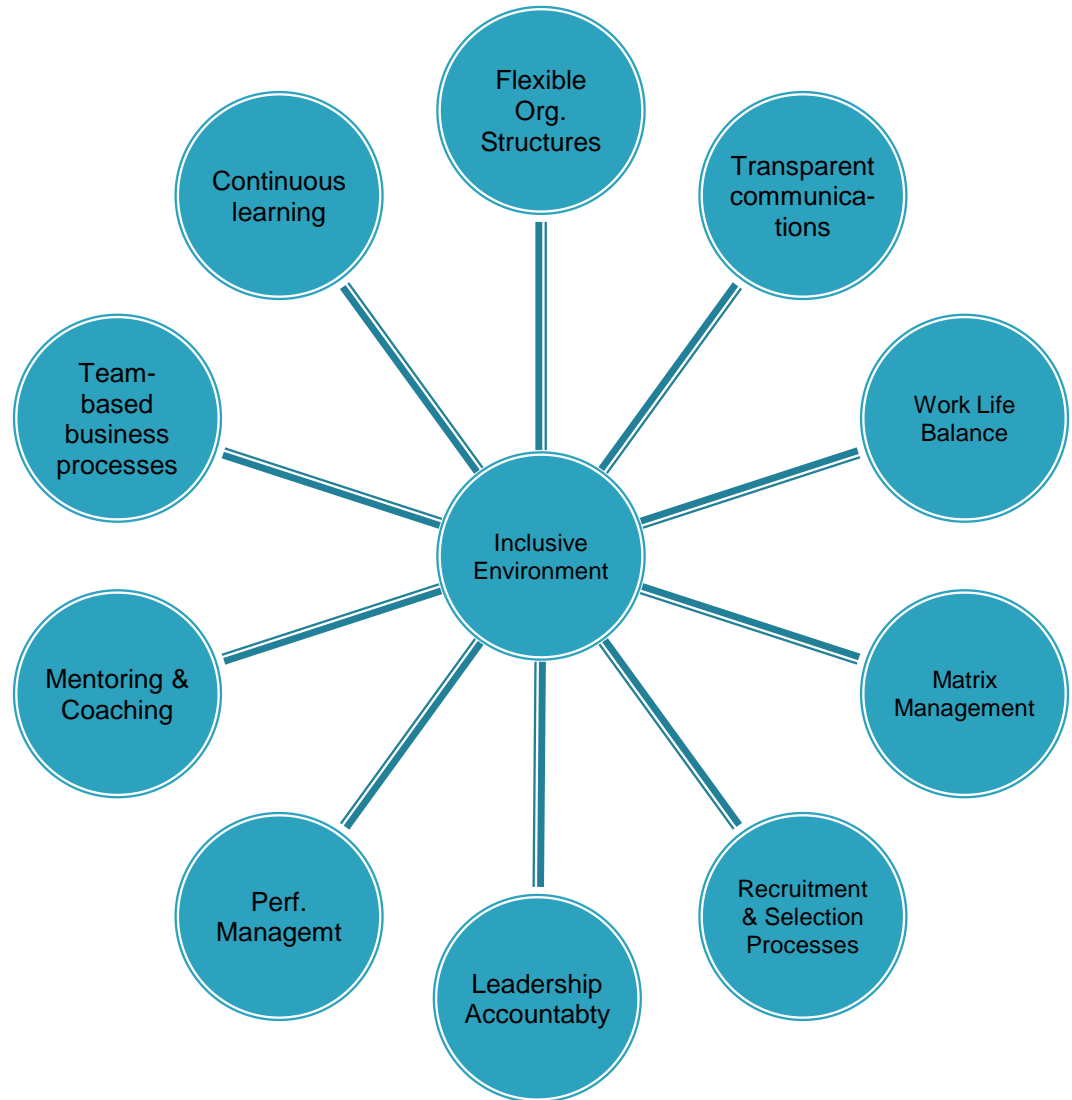
Strategic Thinking

- ▶ Emotional Intelligence
- ▶ Strength Finders
- ▶ Crucial Conversations

Systems that Influence Organizational Inclusion

Changing an organizational culture requires re-engineering business processes and deconstructing silos.

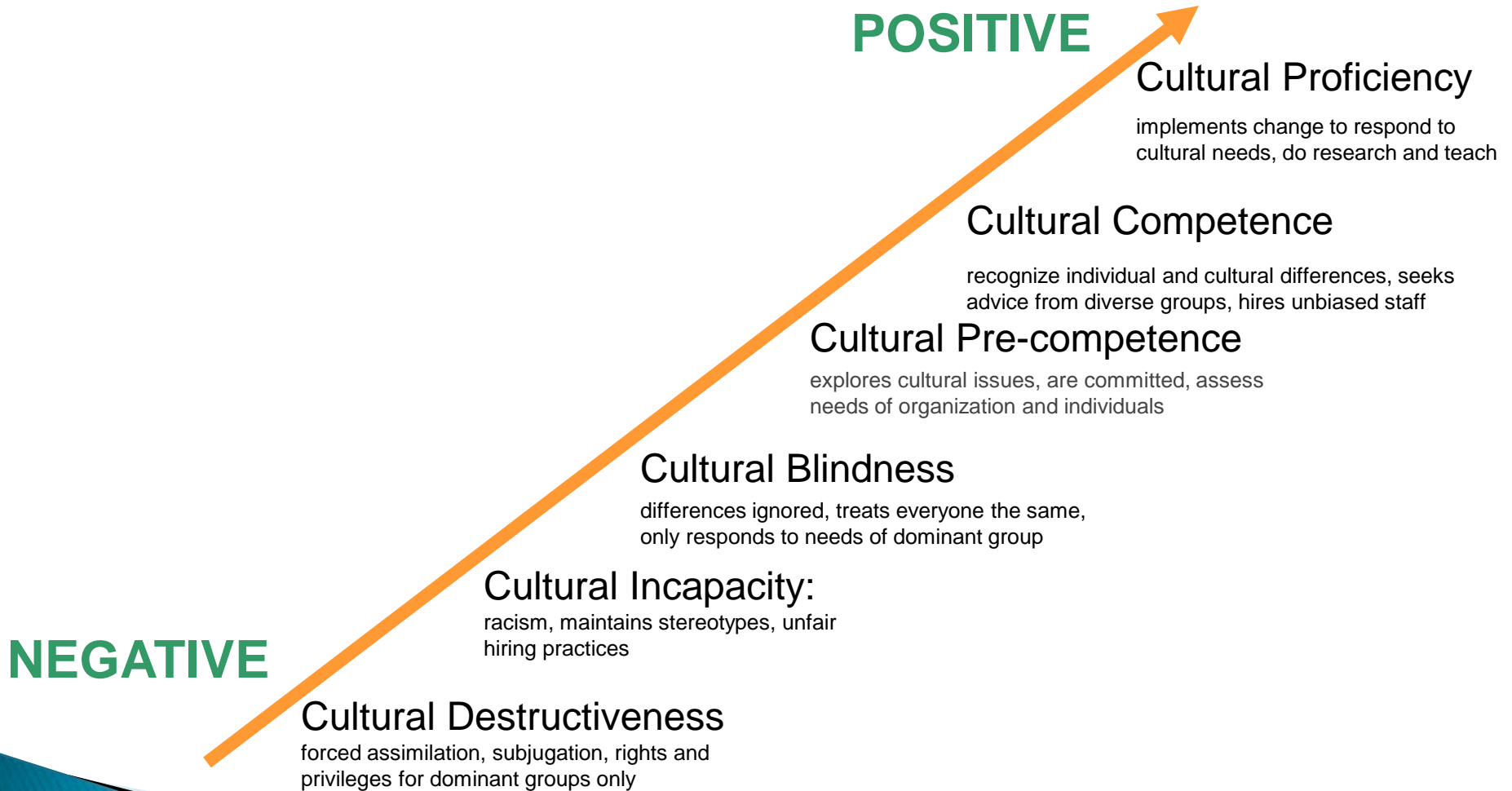
True inclusion will drive organizational performance



Source: "From Diversity to Inclusion." Katharine Esty, PhD. Northeast Human Resources Association. April 30, 2007

How do we get there?

Begin with Cultural Competence – Where are you on the continuum?



Contact Information

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THANK YOU FOR YOUR LEADERSHIP!



Strategic Leadership Partner & Executive Coach



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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 of 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?

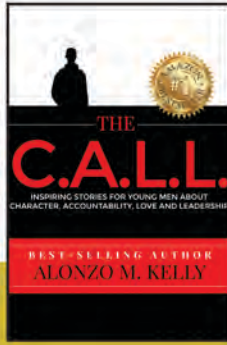
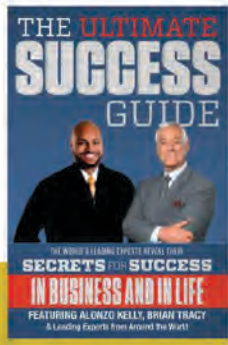
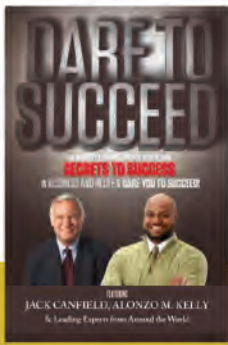
Kelly Leadership Group, LLC. KLG is founded on the belief that our lives carry a well defined **PURPOSE**. **GROWTH** is a minimum requirement for success, and that **EVOLUTION** is the only way to ensure our personal and professional survival.

“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
- TRIO Achiever 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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