



Manufacturer
& Business
ASSOCIATION
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NEW MBA TRAINING PROGRAM FOR 2022

DIVERSITY, EQUITY & INCLUSION (DEI) WORKSHOP SERIES

You asked, and the MBA answered!

In a dynamically evolving workplace, leaders recognize a need for foundational knowledge of diversity, equity and inclusion (DEI) to build their professional expertise and cultural competency.

Business coach and DEI strategy leader Tesha L. Nesbit of A Phoenix Rising Coaching will guide participants on how to:

- Identify organizational vulnerabilities and opportunities related to DEI competencies
- Build the internal/external resources and relationships to develop an operational plan
- Map an execution plan tied to organizational success criteria

This experiential four-part workshop series is designed to build and hone capacity-building skills. Come with an open mind, and leave the final session with an action plan so can you lead with an informed and focused equity lens. **Attendance at all four workshops is strongly encouraged.**

SESSIONS WILL BE OFFERED FROM 9 A.M. TO NOON ON:

- September 7, 2022
- October 5, 2022
- October 26, 2022
- November 16, 2022

WHO SHOULD ATTEND: Directors/managers/supervisors, strategy leaders and professional/exempt individual contributors who work on people strategy/initiatives

LOCATION: MBA Conference Center, 2171 West 38th Street at Pittsburgh Avenue, Erie

FEE: Members: \$249 per class OR \$800 for workshop series
Nonmembers: \$500 per class OR \$1,800 for workshop series
Limited seats available! Register early; there will be a cutoff.

Participants will receive a certificate of completion for attending the series.

REGISTER: Visit mbausa.org or contact Melissa at 814/833-3200, 800/815-2660 or mlesniewski@mbausa.org.

PLEASE NOTE: We care about the health and safety of our guests and employees. Masks are recommended but not required for all guests regardless of vaccination status. We continue to monitor guidelines and protocols provided by the CDC and local health officials.

Cancellation/No-Show Policy: If notice is four business days or more, a full refund will be made. If notice is less than four business days, or if you do not show up for the class, no refund will be made. **NOTE:** You may substitute another individual from your organization at any time and at no cost.

Qualifies for HRCI BUSINESS/
SHRM Credits





WORKSHOP AGENDA:

Session 1: Start with Your DEI Why

- Discover how your own values, culture and experiences influence interactions in the workplace
- Explore cultural empathy using the 5 Whys approach
- Test your emotional intelligence to strengthen workplace relationships

Session 2: Build Your DEI All-Star Team

- Ignite leader commitment to equity and belonging
- Foster employee empowerment to co-create DEI stakeholder teams
- Create accountability mechanisms for leaders and employees

Session 3: Develop Your DEI Brand Identity

- Understand how to assess your organization's current state employer- and service-provider reputation
- Enable strong people practices
- Build engaging external partnerships that will promote your identity

Session 4: Execute Your DEI Superpower

- Map your DEI plan to your organizational strategy
- Align your vision and mission for the future
- Evaluate and score your strategy's perpetuation strength

ABOUT THE FACILITATOR:



Tesha Nesbit has 20 years of experience as a human resource development and diversity management professional. As an influencer and empowerment enabler, she also is a thought partner on community engagement, belonging and educational equity. Her personal mission is rooted in the Tamari expression "to do everything in life with passion and emotion."

She is a sought-after thought leader on issues of diversity and inclusion in her discipline and in her community. She has managed Fortune 500 company and university relationships with CEO Action, the corporate collaborative of more than 600 organizations and academic institutions, working to drive organizational change and advance diversity and inclusion in the workplace.

Tesha earned a B.A. in Communications from Penn State Erie, The Behrend College and an M.S. in Human Resource Management from La Roche College. In 2019, she completed her Corporate Social Responsibility certificate program at the Johns Hopkins University Krieger School of Arts & Sciences in Washington, D.C. Currently, she is pursuing her Executive Certification in Diversity Coaching through the Coaching Diversity Institute and Howard University.

"The DEI Workshop Series offered by Tesha Nesbit through the MBA was very valuable. We spent focused time learning and understanding what DEI is and how our employees, company, and community can benefit from a DEI plan. We also had the opportunity to develop a program and present it to the instructor and then gain useful feedback from the other participants. I would recommend this series to any organization looking to add or extend upon a DEI program."

—**Heather G. Evans, PHR, SHRM-CP**
Human Resources Manager
Port Erie Plastics