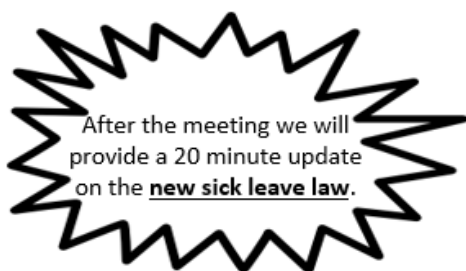




The Jersey Shore Association for Human Resources is a SHRM affiliated chapter



Creating an Inclusive Workplace - The Forces at Work -

Many factors can affect a person's career advancement in an organization. Why is it some people's careers seem to accelerate while others, who work harder and harder, can't get ahead? This presentation looks into the forces that are operating in today's workplace - forces that tend to reward some people and hinder others. These forces are often triggered because of the diverse characteristics of the individuals in the organization. The closer an individual is to the culture of the organization, the greater the likelihood these forces will accelerate their careers, while these same forces will hinder the careers of those who are different.

HR professionals often provide guidance in organization's talent management and employees' career planning. Hence, understanding how employees' diverse backgrounds could interact with the organization's cultural characteristics can be helpful in coaching managers and helping employees' career planning efforts. This presentation will describe eight diversity-related forces, examine how they may impact an individual positively or negatively, discuss who is responsible to counteract these forces, and suggest strategies to counteract them.

Learning Objectives: Upon completion of the session, attendees will be able to:

- Identify the diversity related forces present in the workplace
- Describe how these forces may impact success at work
- Coach managers on how to counteract forces that impede success, and how to help their employees succeed

About Anthony Simmons:

Mr. Simmons' career in the diversity and inclusion field spans over 25 years. He built one of the premier consulting firms that served Fortune 500 companies, law firms, governmental agencies, hospitals and nonprofits, including Johnson & Johnson, PepsiCo and DuPont. His passion is helping clients implement strategies that enhance business productivity and employee success.

Simmons was co-developer of the "Vectors" concept that provided a framework through which client organizations could communicate, analyze, and solve difficult diversity related challenges. As one of the foremost authorities in Diversity & Inclusion and talent management, the cornerstone of Mr. Simmons' consulting success was his ability to guide his clients in implementing Inclusion strategies that delivered business results, penetrating diverse and global markets.

Mr. Simmons holds a degree in Industrial Psychology with a minor in Accounting from Baruch College. He is an Ambassador for the Middlesex County Regional COC and adjunct instructor at Cornell University's ILR Center in NYC.

Candid and posed images/pictures may be taken during the session and shown at this and other JSAHR Chapter meetings. By entering the meeting, you are consenting to such use. If you object to the use of your image, do not enter the meeting; please contact Christine Higgins @ 732-701-7155.

Date: October 11, 2018
7:45 a.m. Networking and Breakfast
9:00 – 10:00 a.m. Program
Jumping Brook Country Club
210 Jumping Brook Road, Neptune N.J.
(www.jumpingbrookccc.com)

R.S.V.P. by 4:00 p.m. on Friday, October 5, 2018
online at <http://jsahr.shrm.org/events>
or email at admin@jsahr.org
or call JSAHR at 732-701-7155
Registration Fees (includes breakfast)
\$30 for JSAHR members
\$40 for non-members
\$25 for those in-transition and guests
\$10 for students with valid ID
\$10 additional fee for walk-ins
"No shows" will be billed

Special Notice
This program is pending approval by HRCI and SHRM for recertification credit.

This program is sponsored by

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