

2024 UCLA + UCI Inclusion Summit

Wednesday, March 6, 2024, 9:30 AM – 2:30 PM

Grand Salon, Marion Anderson Hall, UCLA Anderson School of Management

Cracking the Inclusion Code: Cultivating Change in Organizational Culture

We've seen the data: diverse work groups lead to better decision-making, which improves performance. But is it that simple? We need to go beyond diversity to be inclusive, but how? Cultivating organizational change requires creativity, innovation, trust, and leadership commitment. Join us to hear from change makers who are using a combination of talent, management frameworks, and technology to build an inclusive culture.

9:30 am – 9:45 am

Registration

Grand Salon, Marion Anderson Hall, UCLA Anderson

9:45 am – 10:00 am

Welcome

Corinne Bendersky, Professor, UCLA Anderson School of Management;
Faculty Director, HARRT, The UCLA Human Resources Round Table

10:00 am – 11:00 am

Changing Culture is Hard (Here's How to Do It)

Noah Askin, Assistant Professor
University of California, Irvine - Paul Merage School of Business

Culture is an elusive concept, but one with tremendous face validity—everyone understands what culture is, but that understanding is often vague and fuzzy. In this session we will try to make it more tangible, discussing where and how organizations should focus on culture, both in terms of assessing the current state of things and helping set a course to change the culture going forward.

Takeaway:

We will highlight some tools for quickly identifying the culture and some tips for (relatively) quick wins when it comes to creating culture change, particularly in service of greater inclusion.

11:00 am – 11:15 am

Break

11:15 am – 12:15 pm

Innovation and Intrapreneurship: A Gateway to Cultural Change

Chitra Anand, Technology Executive, Former Chief Brand and Communication Officer Microsoft, Professor, Author *The Green House Approach*, 2022 Recipient of Changemakers Award by The Globe and Mail

With marketplaces being disrupted at a rate like never before, companies need to rethink how they operate. To succeed, modern businesses need to foster the creativity of their team by providing an environment that promotes constant innovation. In this talk, Dr. Anand explores how Intrapreneurship can be used as a gateway for organizations to achieve sustainable innovation. She will demonstrate how to harness the entrepreneurial drive within an existing organization to foster new ideas, and creative thinking which will provide companies the problem-solving mindset to succeed in an ever-changing world.

Takeaways:

- How leaders can practice intrapreneurship within their organizations, identify the true agents of change, and mobilize these agents to act.
- Practical ways to apply Greenhouse principles that will drive intentional innovation within your organization.
- Develop methods to support intrapreneurs in your organization.

12:15 pm – 1:00 pm

Lunch

1:00 pm – 1:45 pm

An Innovation Journey: A Conversation with Anderson Tech Entrepreneurs

Introduction: Elaine Hagan, Associate Dean, Entrepreneurial Initiatives, Executive Director, Price Center for Entrepreneurship & Innovation.

Panel: Mick MacLavery and Cory Micheel, Co-Founders, Highway Benefits, interviewed by Rodrigo Mahs, Assistant Dean, External Relations & Engagement, The University of California, Irvine - The Paul Merage School of Business

A conversation with Anderson MBAs who developed a tech platform that transforms employee benefits by alleviating employee financial stress and promoting well-being while significantly impacting company culture. The team developed a solution that equitably supports all employees who are experiencing financial uncertainty due to student loan repayments.

Takeaway:

We will learn how to use an entrepreneurial mindset that can be applied to internal programs such as DEIB to create sustained cultural change in organizations.

1:45 pm – 2:30 pm

CHRO Change Makers: Aligning Culture with Inclusion Strategies

Cheryl L. Baptiste, Vice President, People Operations and Culture, Murad, Ribka Fox, Fmr. Chief Human Resources Officer, The California Endowment, and Marisa Peters, Chief People Officer, VideoAmp

In today's rapidly evolving landscape, Chief Human Resources Officers (CHROs) play a pivotal role in shaping organizational culture and fostering inclusivity. This panel brings together innovative CHROs who are driving transformative change within their organizations by aligning culture with robust inclusion strategies.

Takeaway:

Delving into the intersection of culture, diversity, equity, and inclusion, we will learn best practices and real-world examples of how to navigate complex challenges to create environments where every voice is heard and valued.

Closing Remarks and Adjourn

Corinne Bendersky



Coming Soon! April 30, 2024
Day of Learning – Scan for sign-up

Notes & Takeaways