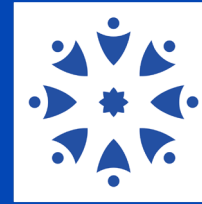


Leading with Inclusion

In Conversation with BECI Founder Dr. Mark Rittenberg



BERKELEY
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*“The management style that got me here will not work going forward.
And it will have to change for the new workforce.”*

- BECI Inclusion program participant

What are BECI's views on inclusion?

Inclusion is a mindset where all people are recognized, appreciated, and able to make a contribution. In inclusive spaces, people are respected and celebrated for their divergent life experiences and points of view. Good ideas can come from anywhere - in fact, diverse opinions are necessary for innovative thinking and 21st century decision making.

At BECI, we believe coaching is a core strategy for leaders to create a culture of inclusion. Our approach leverages our expertise in coaching and building human connection to create a transformative lived experience of inclusion.

At its heart, inclusion is a belief that every human being has value and a unique story and contribution to make.

Why is inclusion a business imperative?

Inclusion is the belief that diverse perspectives fuel innovation and help businesses scale. A workplace valuing each individual fosters collaboration and ensures a competitive edge. When people feel welcome and respected for who they are, they collaborate in a way that benefits both the goals of the business and employee engagement.

Inclusion is both a moral and a business imperative. Companies embracing DEIB and creating environments of collaborative employee engagement see a 56% increase in productivity, a 50% drop in turnover¹, and 35% higher productivity on their teams².

Inclusive workplaces maximize the talent of all their people, which improves retention, employee engagement, and business results.

What will heal the world?

Many believe the world is a broken place at the moment, with an absence of dialogue and humanity. When leaders intentionally take on a lifestyle of inclusion, and work through bias and conflict in a compassionate way, they rekindle the sense of humanity that is needed in these times.

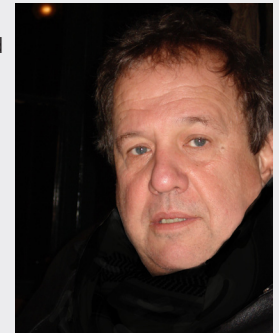
Our role as leaders is to be courageous in addressing team challenges, and intentional in celebrating team accomplishments. When the values of empathy, honesty, and compassion become the norm, we build trust and feel a sense of psychological safety. These inclusive practices can heal the community, motivate people to contribute to the common good, and ultimately create a healthier and more beautiful world.

¹ The Business Case for D&I: <https://us.aicpa.org/career/diversityinitiatives/dibusinesscase>

² Why is Diversity and Inclusion Important? <https://learning.linkedin.com/resources/learning-culture/diversity-workplace-statistics-dei-importance>

Dr. Mark Rittenberg

For over forty years, Dr. Mark Rittenberg has helped organizations create communities of excellence among their people and empowered individuals to become true leaders with the ability to actualize a vision all through the power of communication. Dr. Rittenberg's experience extends around the globe, across cultures and across industries.



Dr. Rittenberg evolved the Active Communicat-ing® methodology and the five Powers of Authentic Leadership® from his own background as an actor and director and through his cross-cultural education studies. The methodology draws upon acting skills and anthropological principles in skilling managers, aspiring leaders and the critical mass in becoming both powerful communicators and authentic leaders.

Dr. Rittenberg is a Distinguished Teaching Fellow at the UC Berkeley Haas School of Business. His executive coaching practice included clients from major consulting firms, Fortune 100 companies, and global organizations. He holds a doctorate in International and Multicultural Education based on his work in South Africa, as well as a Masters of Arts Degree in Interdisciplinary Studies in Education from San Francisco State and a Bachelor of Arts degree from University of California at Berkeley where he double majored in Education and Social Welfare.

“I'm getting to know and respect in new ways employees I've known for 20 years.”

- BECI Inclusion program participant

Inclusion Programs

Berkeley Executive Coaching Institute partners with Senior Leadership to design programs that strengthen inclusion at every level of the organization. We support leaders in taking on the tools and practices that will build bridges across difference and enhance collaboration.

Coaching for Inclusion (Senior Leadership)

An inclusion program that builds coaching skills to empower Senior Leaders to drive a culture of inclusion. Leaders will take on:

- Awareness of best practices in human connection
- Enhanced leadership coaching abilities
- Commitment to personal and organizational change

Building Bridges to Inclusion (Mid-Level or Team Programs)

An inclusive communication and storytelling workshop that offers tools and best practices to communicate across differences. The impact for leaders and teams is:

- Development of trust-based relationships
- Strengthened team connections
- Collaboration across culture and identity

Ignite Inclusive Leadership (Emerging Leaders)

An inclusion awareness and skill building workshop offering best practices to promote a more inclusive culture, encourage collaboration, and break down silos.

- Build deeper relationships to enhance collaboration
- Learn tools & practices to connect across difference

Inspired by our common humanity, BECI's mission is to enable all people to develop their authentic selves, live their values, and make a positive impact in their organizations and the world.



10,000+

Leaders trained since 2009



15+

International training locations



700+

Executive Coaches Certified from 25 Countries

At our heart, we are a company brought together by an alignment of passion and purpose to effect positive change in the world through transformational leadership development. Our innovative and immersive programs and processes energize the minds and expand the hearts of the leaders around the world. Founded in 2009 by Dr. Mark Rittenberg, the Berkeley Executive Coaching Institute brings together a diverse faculty of executive coaches and facilitators from around the world. Many of our coaches hold advanced degrees from leading universities, and draw from extensive experience in the corporate, artistic and educational arenas.

We have developed customized programs for organizations including:

