

Signature 2006 Program

Professional Leadership Development Program "Initiative Fellows Program"

The Initiative Fellows program was launched in September 2006. The Initiative Fellows Program establishes a framework to enhance leadership capacity. The program further refines leadership competencies through a strategic curriculum and the sharing of wisdom and best practices in the areas of professional leadership development, relationship building and civic engagement.

- Professional Development: in an open yet safe environment, participants reflect on their goals, performance, and operating style, and how they adapt to varied workplace cultures;
- Relationship Building: program forums, social events and conferences with the full range of Fellows program participants, foster the formation of a supportive professional and personal network essential to the success of one's long-term growth and development; and
- Civic Engagement: through volunteer and civic activities, professionals sharpen and hone their skills, expand their relationships and deepen their connection with the broader community.

The Initiative Fellows are mid career professionals of color working in our business community, acquiring effective leadership strategies and building relationships essential to their individual and collective growth.

The Initiative Fellows program approach includes: mastering an effective style of leadership; maximizing performance and adapting to change; developing talent and fostering a productive team; creating balance through career and life choices; and leveraging professional expertise and resources to enhance the broader community.

Program participants meet monthly for one year. The program year consist of the following: Welcome Reception; Orientation & Building a Foundation of Leadership Competencies; Clarifying Personal Leadership Brand; Tools to Lead Effectively; Assessing Leadership Styles to Strengthen Team Productivity; Mastering Skill for Conflict Resolution; Diversity and the Workplace; Power and Influence; The Power of Presence; Creating Powerful Partnerships; Strengthening Influences through Volunteerism and Philanthropy; Key Organizational Leadership Factors; Applying Knowledge to Create Career Success; Culmination Experience and Graduation.

There are 19 Fellows in the inaugural year Fellows program representing A.G. Edwards, Ameren, BJC, Bank of America, Brown Shoe, Edward Jones, Enterprise Rent-A-Car, Emerson, Laclede Gas, Macys, Monsanto, Nestle Purina PetCare, and Solutia.

D * I * V * E * R * S * I * T * Y

Great achievements are not born from a single vision but from the combination of many distinctive viewpoints. Diversity challenges assumptions, opens minds and unlocks our potential to solve any problem we may face.

Source...Corporate Impressions Communications

St. Louis Business Diversity Initiative's Mission and Vision Statements

Our Mission

To provide strategies for the business community that create inclusion in the workforce for talented minorities and supplier procurement opportunities.

Our Vision

To create a more inclusive, welcoming and successful environment for professionals of color at all levels of St. Louis business.



The SLBDI 2006 Annual Report is available at www.stlbizdiversity.com



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st. louis business DIVERSITY initiative



2006 Annual Report

Helping Business Grow
Through Vibrant Workforce
Diversity Initiatives

DIVERSITY IS A COMPETITIVE ADVANTAGE...

The St. Louis Business Diversity Initiative is very proud to present you with the highlights of activities taking place which encourage and empower our region's businesses and communities to embrace and value diversity. We need workforces which reflect the change in demographics in order to better develop products and services for customers of color.

The last year has been full of challenges and opportunities. Diversity is key to the economic growth and development of the St. Louis region. The Diversity Initiative's action plan is comprehensive and will take time to implement but members are committed to ongoing efforts to improve their performance as inclusive employers and business partners.

The Business Diversity Initiative continues to be a popular source for resource information, job postings, news, events and announcements. The web site recorded 274,489 total hits and 56,548 total visits.

In this report, we detail how our actions are aligned with the Initiative's Mission and Vision Statements. As we prepared and gathered information for this report, we stepped back and evaluated the Initiative to determine if we are hitting the mark or falling short of our own expectations.

Diversity is a competitive advantage! We look forward to a productive, engaging and successful 2007. We would like to thank all the individuals, corporations and organizations that make it possible for the St. Louis Business Diversity Initiative to continue its emerging tradition of leadership and begin to make a real impact in making St. Louis' businesses more inclusive.



Valerie E. Patton
Executive Director

Embracing

Diversity

Here are some of the ways in which the Initiative embraces diversity:

Human Resources

- Successfully launched the Initiative Fellows program—a year-long leadership program targeted for mid-career professionals of color.
- Continue to successfully offer the day-long session and have success with “Gateway Connections...a welcoming orientation to the St. Louis region for people of color.” To date, have served over 90 professionals of color who have relocated to the St. Louis region. Over 60% of those who have attended this program have stayed in the St. Louis Region.
- Continued to successfully offer the brown bag lunch professional development series “Strategies for Making the Right Moves” for professionals of color to explore topics and issues which allow them to be knowledgeable of complex issues which they encounter in their respective workplaces. The program received ratings over 8.5 on the 10-point scale. This program, to date, has reached over 230 professionals.
- Sponsored and/or co-sponsored eight events and programs attended by more than 150 human resource professionals.
- Worked with various organizations throughout the region to develop diversity/inclusion strategies.
- Continue to build strategic partnerships with organizations to foster the formation of supportive networks essential to the success of the Initiative's long-term growth and development.
- More than 1,000 participants have benefited from Diversity Initiative events and programs.

RECOGNITION

The St. Louis Business Diversity Initiative continues to be recognized by various organizations in and out of the St. Louis region for helping area companies build successful diversity programs and uniting company, organization, and agency leaders to attract and retain talented, diverse employees.

THOSE THAT MAKE IT HAPPEN! THANK YOU!

We would like to thank the 126 member organizations and many individuals for their generous support of the St. Louis Business Diversity Initiative in 2006. They provided meeting space for the Fellows program, underwrote the Gateway Connections program, provided incentive items, co-sponsored training sessions, and provided printing or other services to the Diversity Initiative. Their investment in our organization demonstrates diversity leadership and a genuine commitment to improving the St. Louis region. A very special thank you to: Civic Progress for funding; RCGA for office space, accounting services, web design/management services; and the Regional Business Council for support and access.



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