

Leadership Conversation
President and CEO, The Executive Leadership Council: Skip Spriggs

19:06

<https://www.youtube.com/watch?v=auxqKXMf70&t=14s>

Topic	Time
Executive Leadership Council and what do they do <ul style="list-style-type: none"> ● Membership Organization ● Striving to place more African Americans in top management ● Initiatives for underrepresented groups ● Community outreach 	0:52
Diversity and Inclusion <ul style="list-style-type: none"> ● Companies aggregate Diversity and Inclusion data ● More specific findings from disaggregating the data 	4:17
The role HR can play in helping C-suite progression <ul style="list-style-type: none"> ● Development of the necessary skills ● Potential loss of talent 	5:49
Board of Directors candidate preparation <ul style="list-style-type: none"> ● Corporate Board Initiative ● Challenges ● Management vs governance 	8:46
Responsibility of Human Resources <ul style="list-style-type: none"> ● Business leader with a background in HR ● Expose HR professionals to the business 	13:39
Importance of Inclusion <ul style="list-style-type: none"> ● Does the company culture foster inclusion ● Effect of diversity without inclusion 	15:33

Helpful Quotes:

1. [11:56](#): “One of the biggest challenges when you join a board is understanding what your role is versus management’s and you know not crossing those lines.”
2. [16:48](#): “Roger Ferguson, my former CEO, used to say this all the time. “Diversity is about bringing people to the dance. Inclusions about letting them dance on the dance floor...””

Discussion Questions:

1. What are the benefits of having diversity in the C-suite or on the Board of Directors? What steps can HR take to ensure minorities are being represented at the top level of management?
2. What are the responsibilities of the Board of Directors? How is that different from the responsibilities of those in the C-suite?