ROUND TABLE DISCUSSION

Topic:
Diversity in a Learning Organization

Date:
January 19, 2012

TIME:
1100 – 1200

LOCATION:
ASA (M&RA)/G-1 CONFERENCE ROOM
PENTAGON, 2E477
Assistant Secretary of the Army  
Manpower & Reserve Affairs  
Office of Diversity and Leadership

ROUND TABLE DISCUSSIONS

A. Each Scheduled Discussion Topic Has:

- A Facilitator or Presenter
- Supporting Documents
- Learning Outcomes
- Discussion Points

B. The Round Table Discussion/Topics will:

- Occur monthly from January 2012 until June 2012 as follows:

  JANUARY 19, 2012: Diversity in a Learning Organization
  FEBRUARY 16, 2012: The Normative Dimension of an Inclusive Diversity Culture
  MARCH 19, 2012: Reframing the Diversity Discussion: The Need for Internal Dialogue
  APRIL 12, 2012: PRAXIS: Integration of Diversity and Management Directive (MD) 715
  MAY 10, 2012: PRAXIS: Integration of Diversity and Special Emphasis Programs
  JUNE 7, 2012: PRAXIS: Integration of Diversity and Complaints and Compliance

DASA – Diversity and Leadership

Round Table “Brown Bag” Discussion  
January 19, 2012
Assistant Secretary of the Army
Manpower & Reserve Affairs
Office of Diversity and Leadership

TOPIC 1: DIVERSITY IN A LEARNING ORGANIZATION
Date: Thursday, January 19, 2012

A. SUPPORTING DOCUMENTS:

B. LEARNING OUTCOMES
• Identify at least three (3) characteristics of a learning organization found in Army culture
• Describe how to sustain and promote diversity in a learning organization based on identified characteristics
• Describe the difference between a learning organization and a high-performing Organization

C. DISCUSSION POINTS
• Which characteristic(s) of a learning organization are found in our Army culture
• How can the Army successfully achieve and sustain a workforce that acknowledges the different attributes, experiences and backgrounds of our Soldiers, Department of the Army Civilians, Family Members, and Contractors
• What is the impact of diversity on a leaning organization’s practices, processes, and performance
• What are the inherent challenges associated with being a learning organization

D. LINK TO ARMY DIVERSITY ROADMAP

Goal 1: Ensure Leader Commitment to Diversity and Inclusion Practices at all levels of the Army “…our strategic goals provide direction for organizational, climate, structural and procedural changes as the Army pursues a world-leading diversity model…” The Army will continue to foster an environment of inclusiveness, collaboration and creativity, while serving to recruit, develop and provide leadership and mentoring support to its workforce.

Goal 2: Institutionalize Talent Management Processes that Identify, Recruit, Develop and Retain a Cadre of High-Performing Soldiers and Civilians from Diverse Backgrounds“ …Competition for talent requires that the Army reach out and embrace a diverse American population. An open and inclusive work environment is critical to attracting, developing and retaining Soldiers and [Department of the Army] Civilians…” This goal serves to integrate the promises of the Army Civilian Corps Creed with those found in the Solder’s Creed. It can be the foundation of a unique work force consisting of the warfighter and those who support the warfighter. It validates and integrates the promises of both Creeds.”