

# ZENA NEWS

JUN 2022



STRATEGIES TO REACH DIVERSITY & INCLUSION GOALS

## Zena Consulting Wins DES Master Contract Approval



**ZENA CONSULTING**  
Founder / Owner

After years of hard work and with the help of PTAC (procurement) counselors, we're excited to announce that Zena Consulting was approved by the Washington State Department of Enterprise Services (DES) as a Master Contract vendor for DEI (diversity, equity, and inclusion) training.

This means our *OMWBE* certification will qualify us for "direct buy" from agencies seeking online or in-person courses for managers, supervisors, and employees.



*Click to learn more or apply*

## Learn How to Work Together, Better

I designed these courses to address nuanced challenges that may be hard to talk about and address many aspects of DEI.

### COURSES

1. **What Does DEI Mean to Us?** - *Results Start with a Shared Understanding of Words and Goals*
2. **DEI At Work** - *Cultural Differences You're Afraid to Ask About*
3. **Lead Diverse Teams Through Better Communication** - *When People Belong They Engage, Produce, and Stay*
4. **Differently Empowered** - *How to Work Successfully with People from Gender-Separated and Traditional Cultures*

### BENEFITS

- Engage more employees, co-workers or citizens
- Improve service delivery
- Gain confidence working with other people
- Enjoy more productivity and less conflict on teams

Let's talk! Call me for a safe conversation to get started.

## NEW RELEASE!



by **Ian Ziskin**

*CEO of Exec EXcel Group*

COVID wrought unprecedented upheaval for businesses and inspired this timely guide.

Mr. Ziskin asked hundreds of CEOs, senior business leaders, coaches, consultants and authors to share their diverse (and sometimes conflicting), ideas about post-pandemic transformational change.

Here are 5 Key Takeaways from "*The Secret Sauce for Transformational Change*":

- Foster innovation at every level
- Remember, it's a journey
- Focus on behaviors, not just results
- Transformational change isn't a one-person job
- Build a support network

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