**Corporate Supplier Diversity and Together-telling**

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ABSTRACT

The purpose of this paper is to share and examine an emerging, ethical and sustainable change management strategy and innovation process that is grounded in personal and organizational dialogue called True Storytelling. The guided coaching process of True Storytelling (TST) in this treatment is applied to corporate supplier diversity programs and the efforts to deploy effective and impactful programs from a diversity, equity and inclusion (DEI) perspective through together-telling.

METHODS AND MATERIALS

There is a need to move beyond top-down driven design of diversity, equity and inclusion (DEI) initiatives grounded in basic implicit bias training. Most research has found that these basic trainings provide help but are not sufficient to effect organizational structural and climate changes with respect to DEI and organizational supply chains (Snyder, Hedlund, Ingelsson and Bäckström, 2017). Most research substantiate that racial inequity and discrimination still exist throughout the world. (Faragher, 2020). There are no singular solution to the state of being around these matters. Snyder advocates a co-creative process of business storytelling et al.(2017, p.494) based on qualitative case study results “ identify three key dimensions in a company that are important to address for developing value-based leadership to support sustainable quality innovation: structure, identity, culture.” Lundholt and Boje (2018) proposes devolution of grand narratives by focusing on emergent organizational sensemaking. This approach to discovery of ante-narratives from employees and other stakeholders may hold promise in praxis of Communication Constitutes Organization (COO).



RESULTS

The True Storytelling (TST): Seven Principles For An Ethical and Sustainable Change Management-Strategy (Larsen, Boje, & Bruun, 2020) will be applied as a seven-week (session) training in an organizational supply chain setting inclusive of all key leadership stakeholders in the supply chain to affect both inter-personal and organizational structural DEI dimensions. Supply chain stakeholders include procurement executives, buyers, project managers, supplier diversity, suppliers and human resources managers. The method to be applied will be the conduct of storytelling circles grounded in the 7-prinicples of True Storytelling (TST) as contextualize here in the corporate supplier diversity field :

P1: TRUTH Help find Truth common values, common ground, build awareness of our own implicit biases.

P2: MAKING ROOM Make Safe Space to discuss structural impediments to DEI.

P3: PLOT Get everyone; all stakeholders to the table across the supply chain.

P4: TIMING What is happening systemically and structurally, lessons not learned.

P5: HELPING (New) STORIES How to reimagine-restory with little wow moments.:

P6: STAGING Ways to bring ‘new’ story to the table (scenography; artifacts)

P7: REFLECTION Deepen the practice of ‘embodied reflection on how new stories bring value and desired outcomes.

A future case study will document the initial storyboard and a re-storying to make room for new stories with accompanying narrative of change and reflection. The business and True Storytelling method will produce a co-creative platform that provides a process that embodies both oral, visual and written narrative through storyboarding through the seven principles. Story writing embedded in storyboard narratives complement True Storytelling, provide a wayfinding, and know as you go experience (Gherardi, Cozza, & Poggio, 2018). Listening to individual stories have been shown to result in empathy, trust and together-telling (Larsen et al., 2020; Snyder et al., 2017). The application of a coaching model understanding that reaches common ground taking the organization to a higher ground, .have shown to have a positive effect in utilizing storytelling principles in a non-deterministic way to effect improved innovation in the area of mitigating decision-making in an industrial engineering and complex asset supply chain environments. n

CONCLUSION/DISCUSSION

The implementation of the True Storytelling (TST): coaching model in the supplier diversity context of DEI serves as a roadmap. The together-telling and co-creation of network story initiatives reveal ante-narratives with stakeholder ownership, leadership accountability, and strategy design to change the ineffective grand narrative leading to failed efforts. Networks of stories access weak ties and build stronger ties for DEI initiative sustainability.

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*bias training: Policy insights for increasing organizational diversity. Policy Insights from the Behavioral and Brain Sciences, 8(1), 19-26.em*erging, ethical and sustainable change management strategy and innovation process that is grounded in personal and organizational dialogue called True Storytelling. The guided coaching process of True Storytelling (TST) in this treatment is applied to corporate supplier diversity programs and the efforts to deploy effective and impactful programs from a diversity, equity and inclusion (DEI) perspective through together-telling.