



SUPERPOWERS OF L&D & DEI PARTNERSHIPS



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APAC



**WARNER BROS.
DISCOVERY**



WARNER BROS.

HBO

max

Discovery



tbs

TLC



OWN

ID



SPORTS

[adult swim]



animal planet

EUROSPORT



HLN

COOKING CHANNEL

Trvl CHANNEL

CARTOONITO



tru TV

Discovery EN ESPAÑOL

afn
asian food network



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B/R

AHC
AMERICAN HEROES CHANNEL

CINEMAX

SCI

MOTORTREND

tvn



hogar HD TV

TCM
TURNER CLASSIC MOVIES



Golf Digest

Discovery Family

DMAX

Oh!K

Real Time



FRISBEE



PR11

NOVE

9

SPACE



Discovery Familia

Discovery Life

POGO

Giallo

tooncast



MONDO TV



Boing



COMPLEX MATRIX ORGANIZATION

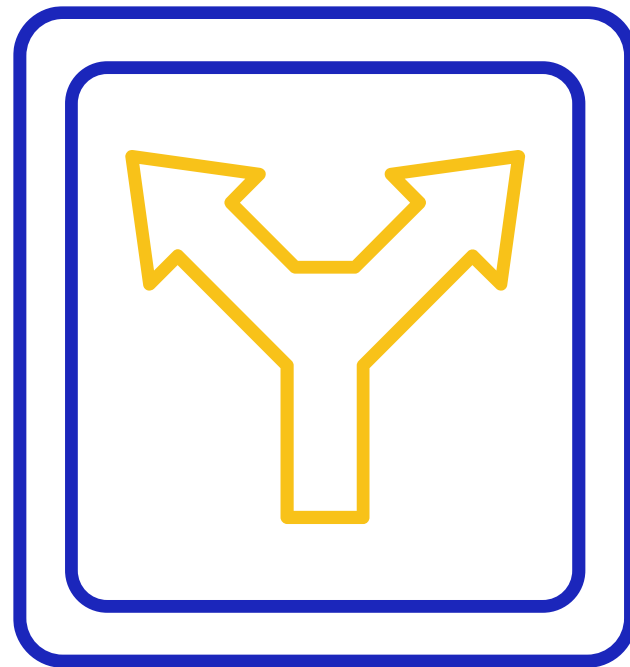
DEI & L&D

The Need for Collaboration

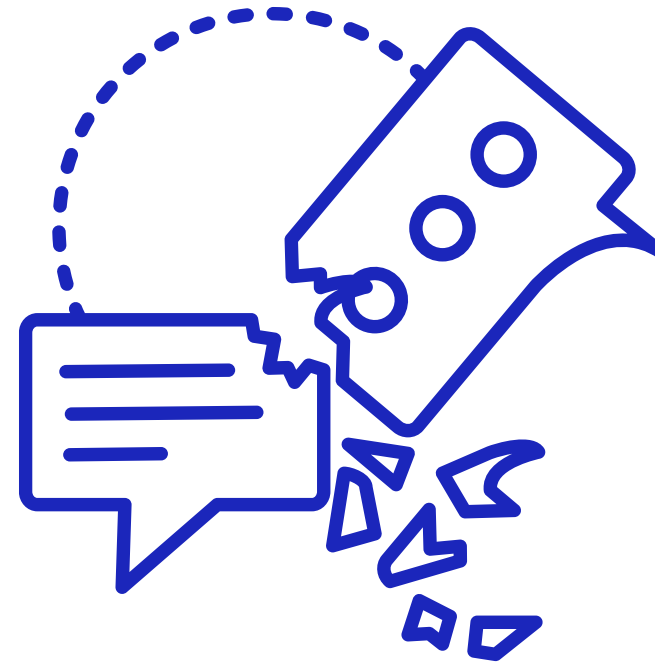


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WHAT GETS IN THE WAY?



DIVERGENT
EFFORTS



MISALIGNED
COMMUNICATIONS



UNIFY PERSPECTIVES

Leading as One for
Stakeholder Buy In



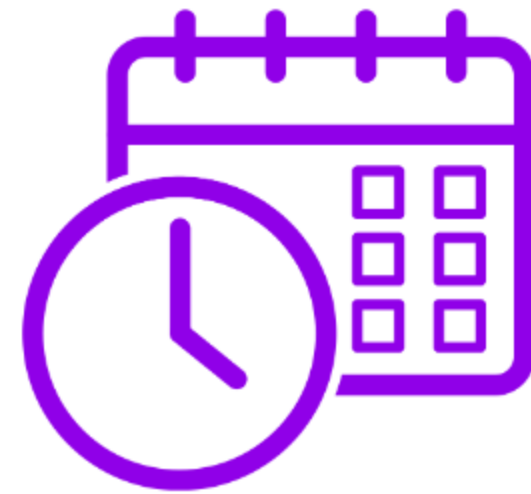
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LEADING AS ONE



JOINT NEEDS ANALYSIS

- Drive combined annual needs analysis process to save time and effort
- Regular consultation + check ins to ensure what we are delivering is meeting the needs collected



COMBINED PLANNING

- Collaborative planning sessions across both teams
- Harmonized calendar coordination for every market



SHOW UP AS ONE VOICE

- Aligned communications to enhance employee engagement
- Aligning on each other's proposals to business leaders + presenting joint solutions and proposals



IGNITE POTENTIAL

Enabling Top Talent
Development

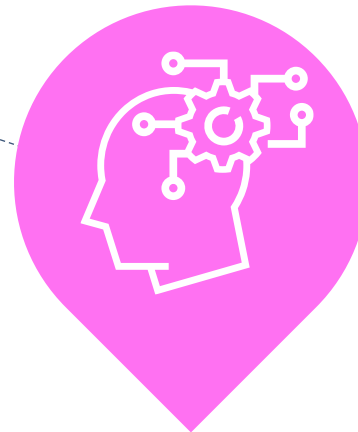
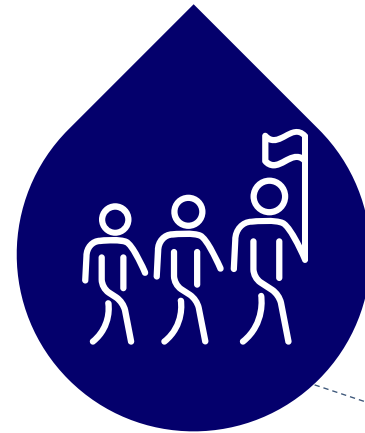


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SHARPEN

Strategic Thinking

Through gaining business acumen and commercial know how



ELEVATE

Leadership Identity

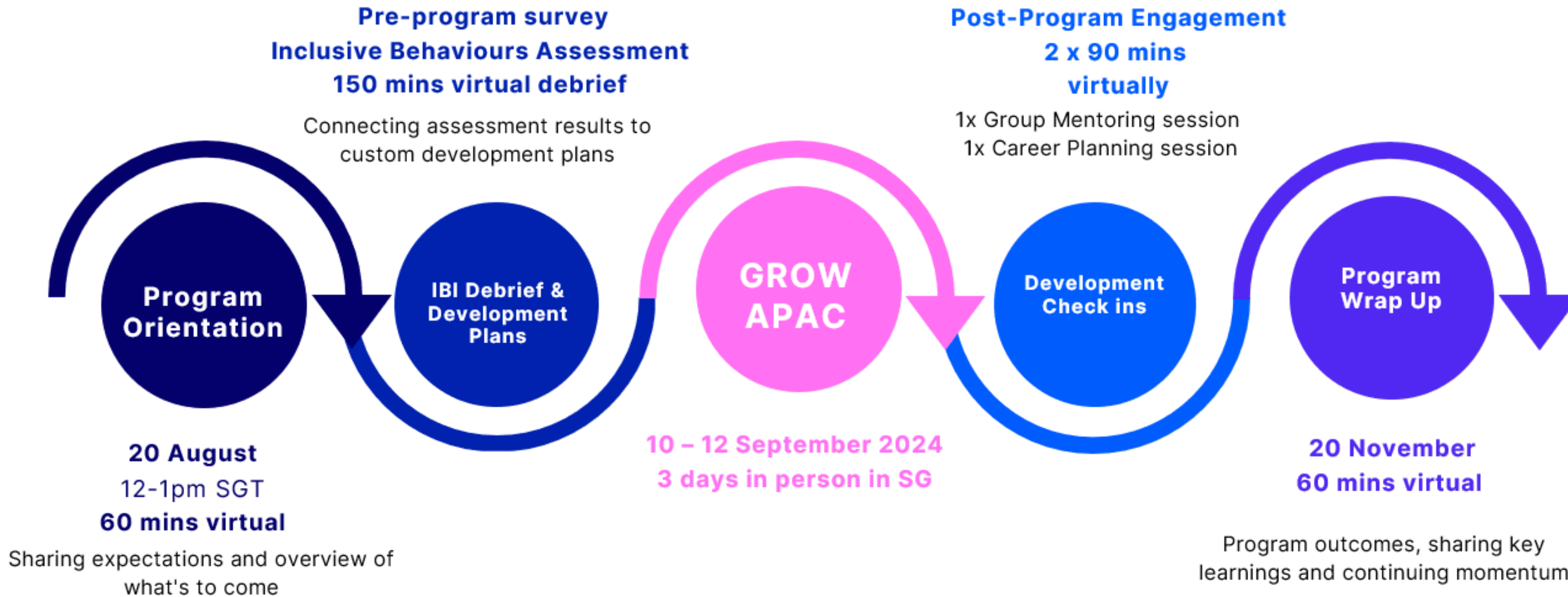
Through self-awareness and considering your personal DEI Impact

ACCELERATE

Career Growth

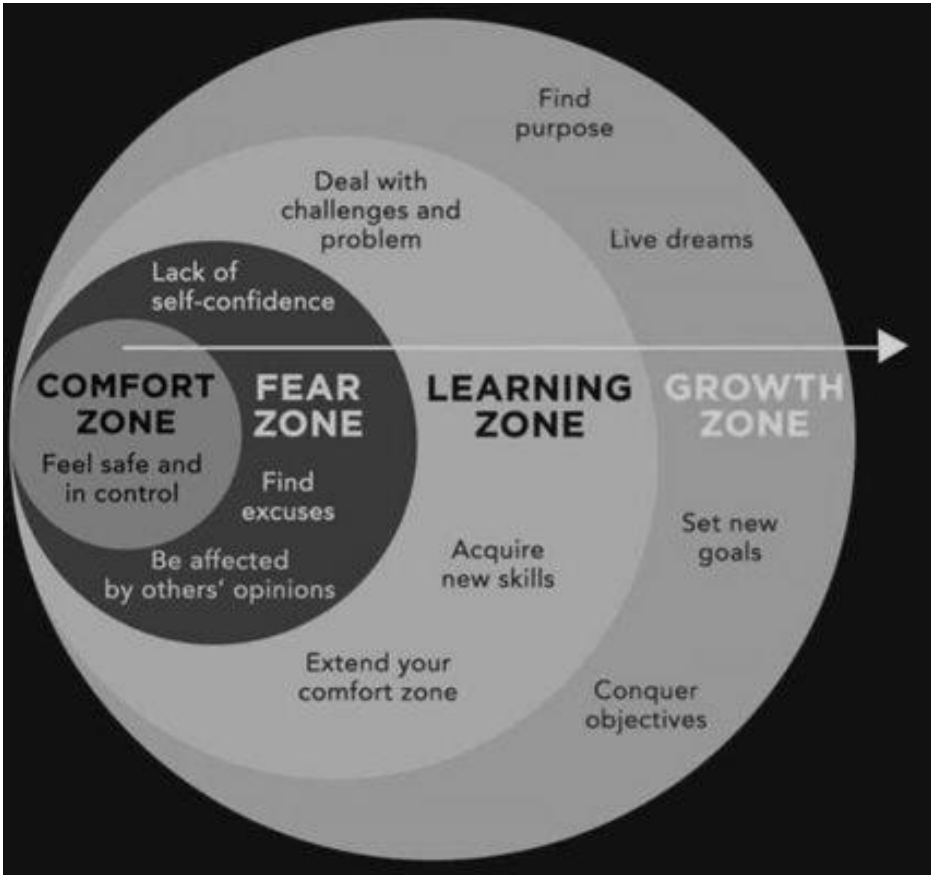
Through exposure to Senior Leadership mentoring on live business projects

Program Objectives

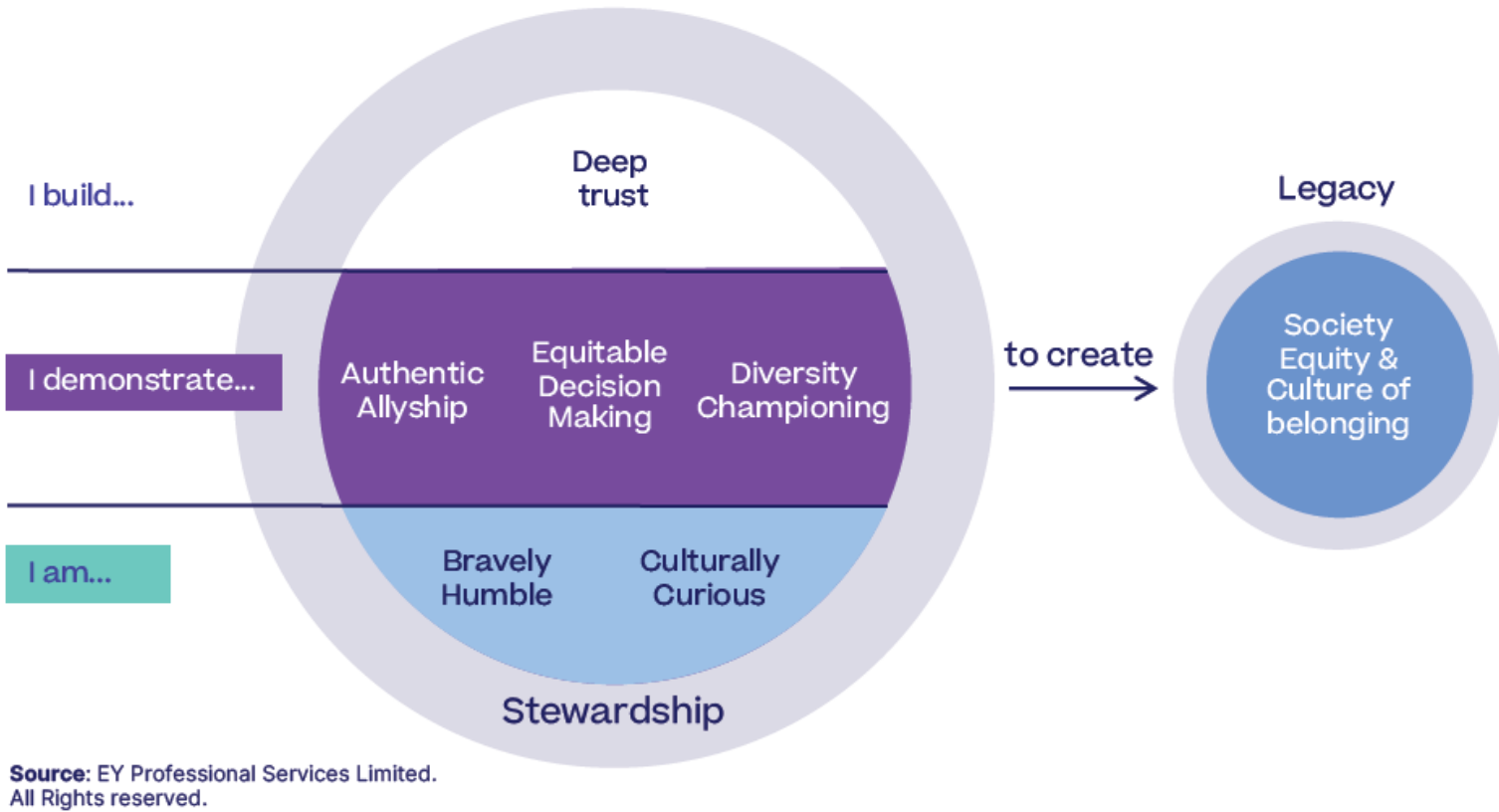


Program Structure

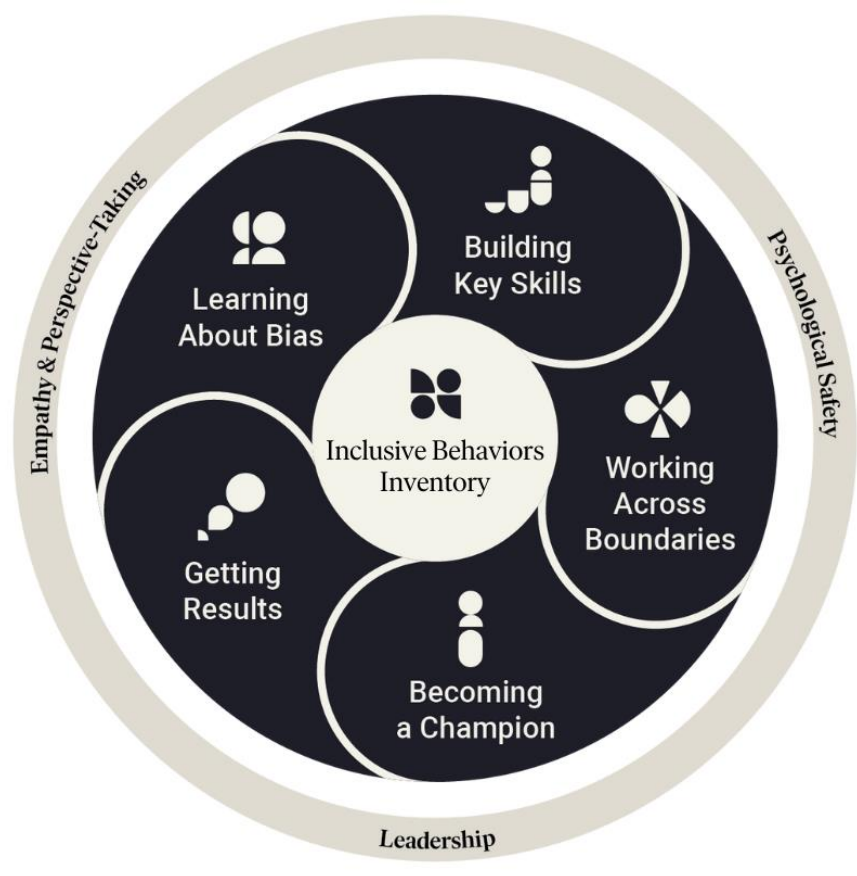
A Powerful Debrief



Development Zones



WBD Inclusive Leadership Model

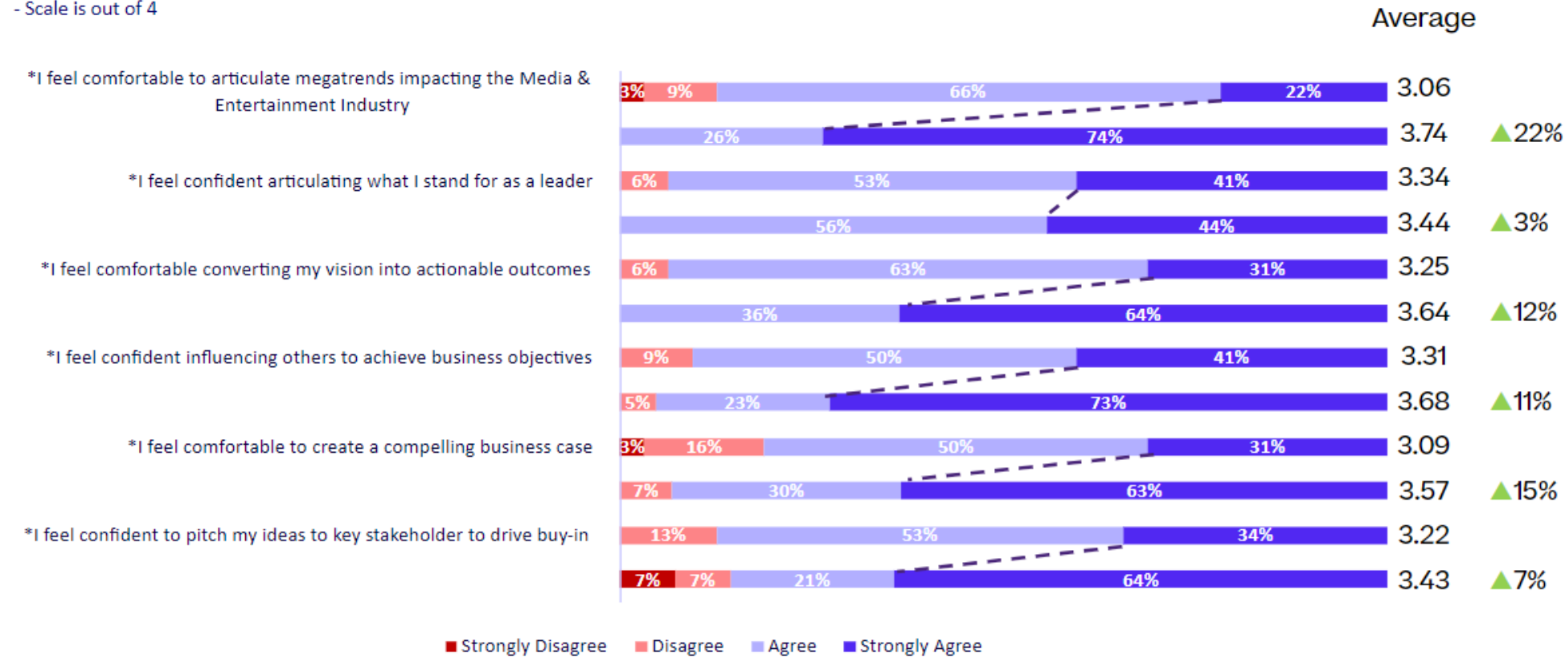


Inclusive Behavior Inventory

CONFIDENCE & COMFORT level

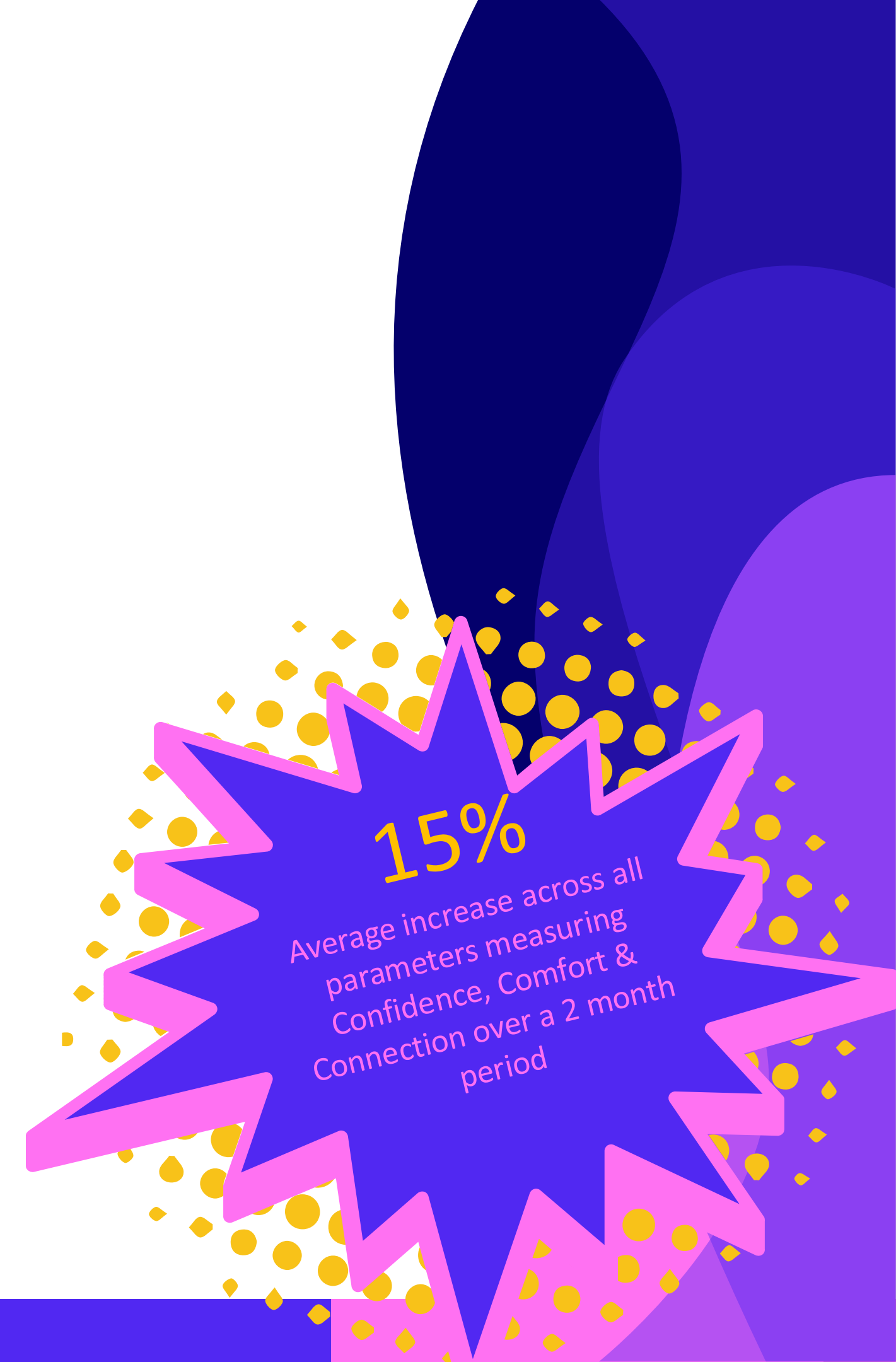
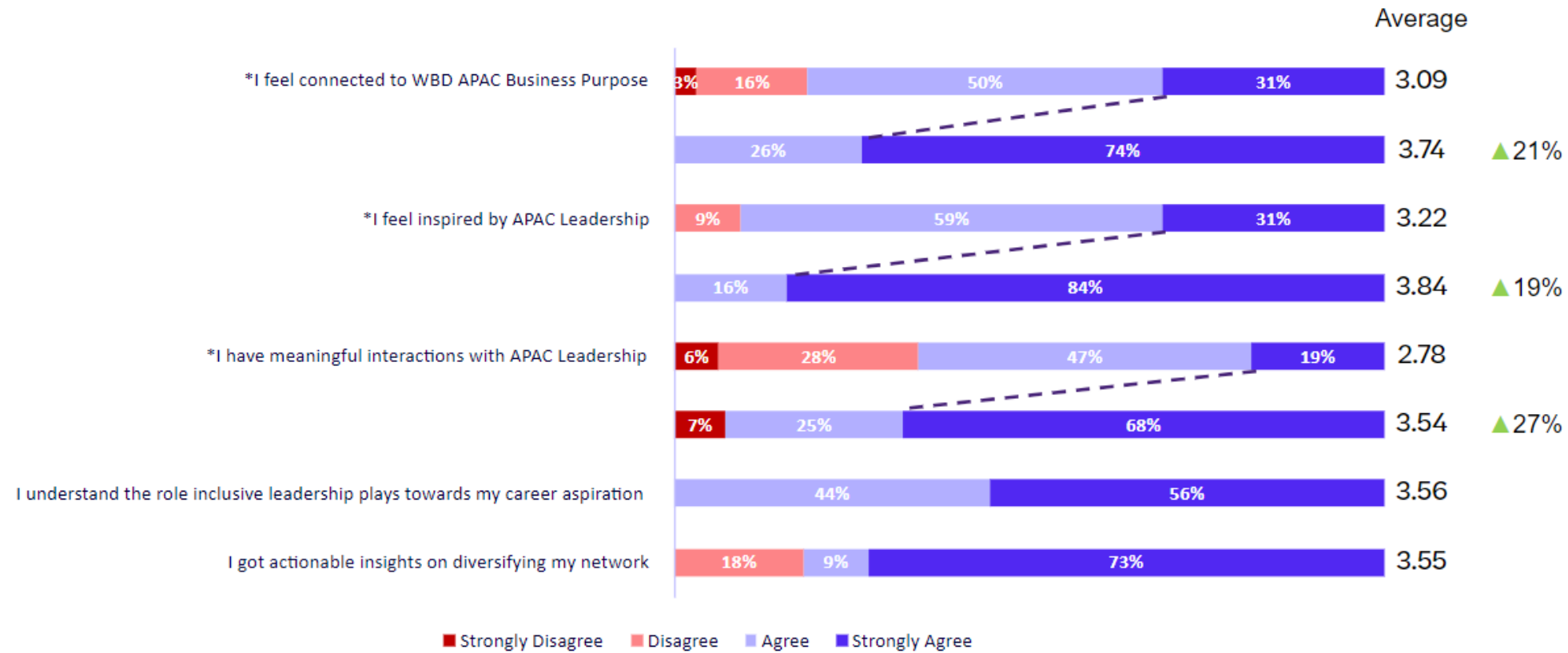
*Benchmarking questions - Pre & post measurement

- Scale is out of 4



CONNECTION level

*Benchmarking questions





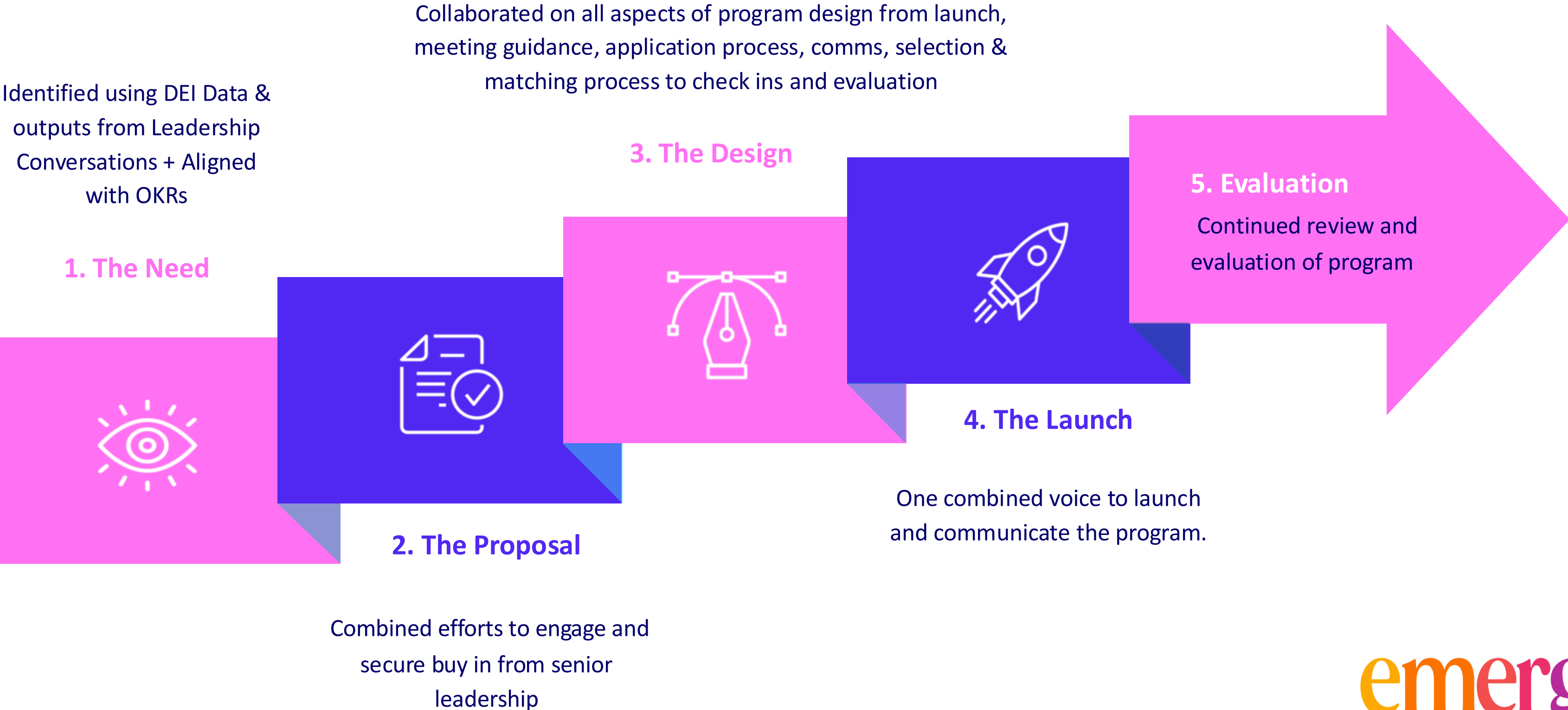
AMPLIFY VOICES

Empowering Under-
Represented Groups

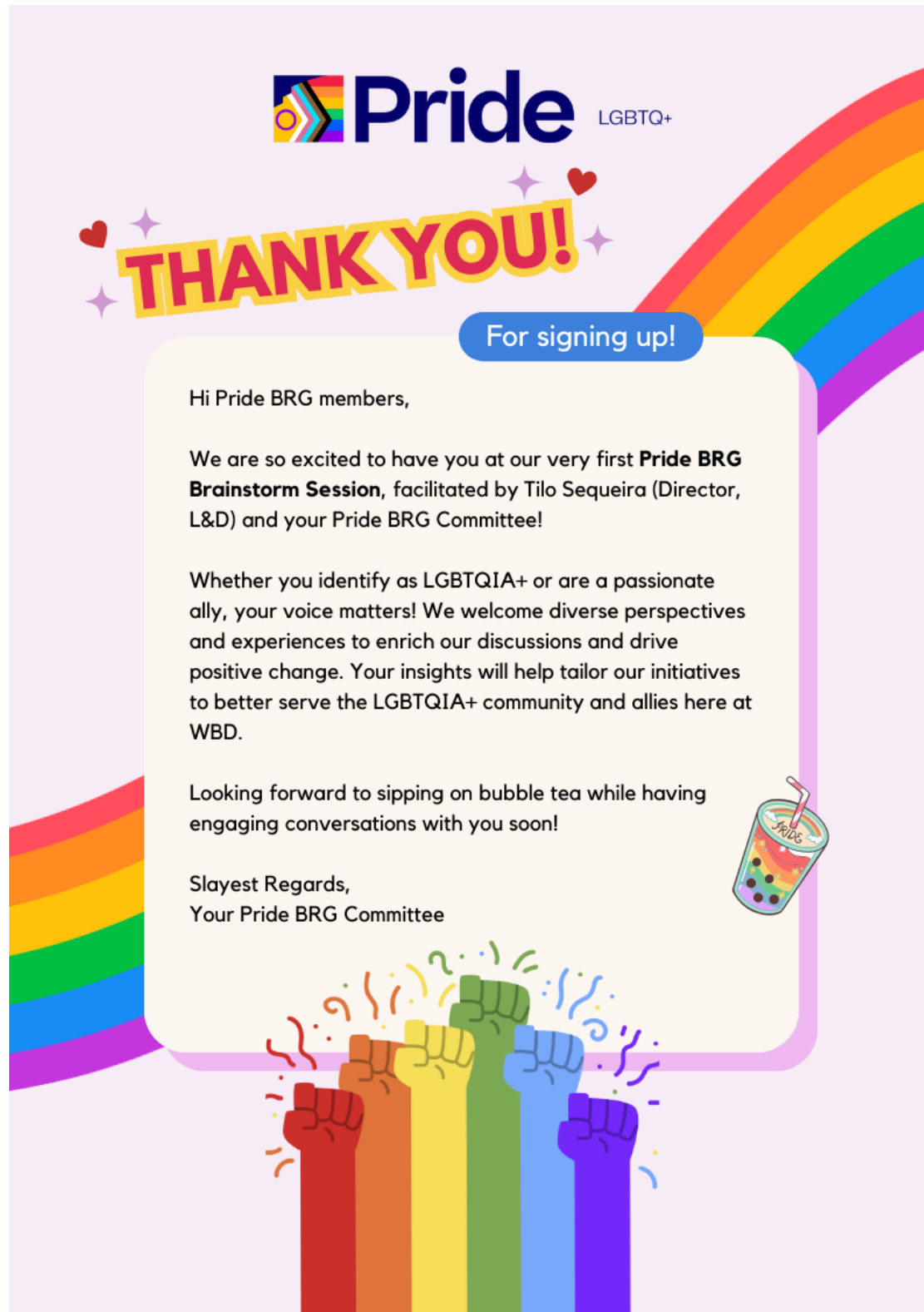


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EMERGE- Sponsorship Program



BRG COLLABORATIONS



Pride LGBTQ+

THANK YOU!

For signing up!


Hi Pride BRG members,

We are so excited to have you at our very first **Pride BRG Brainstorm Session**, facilitated by Tilo Sequeira (Director, L&D) and your Pride BRG Committee!

Whether you identify as LGBTQIA+ or are a passionate ally, your voice matters! We welcome diverse perspectives and experiences to enrich our discussions and drive positive change. Your insights will help tailor our initiatives to better serve the LGBTQIA+ community and allies here at WBD.

Looking forward to sipping on bubble tea while having engaging conversations with you soon!

Slayest Regards,
Your Pride BRG Committee



APAC Learning & Development

WITH CARLII LYON

WORKSHOP

OVERCOMING SELF-DOUBT

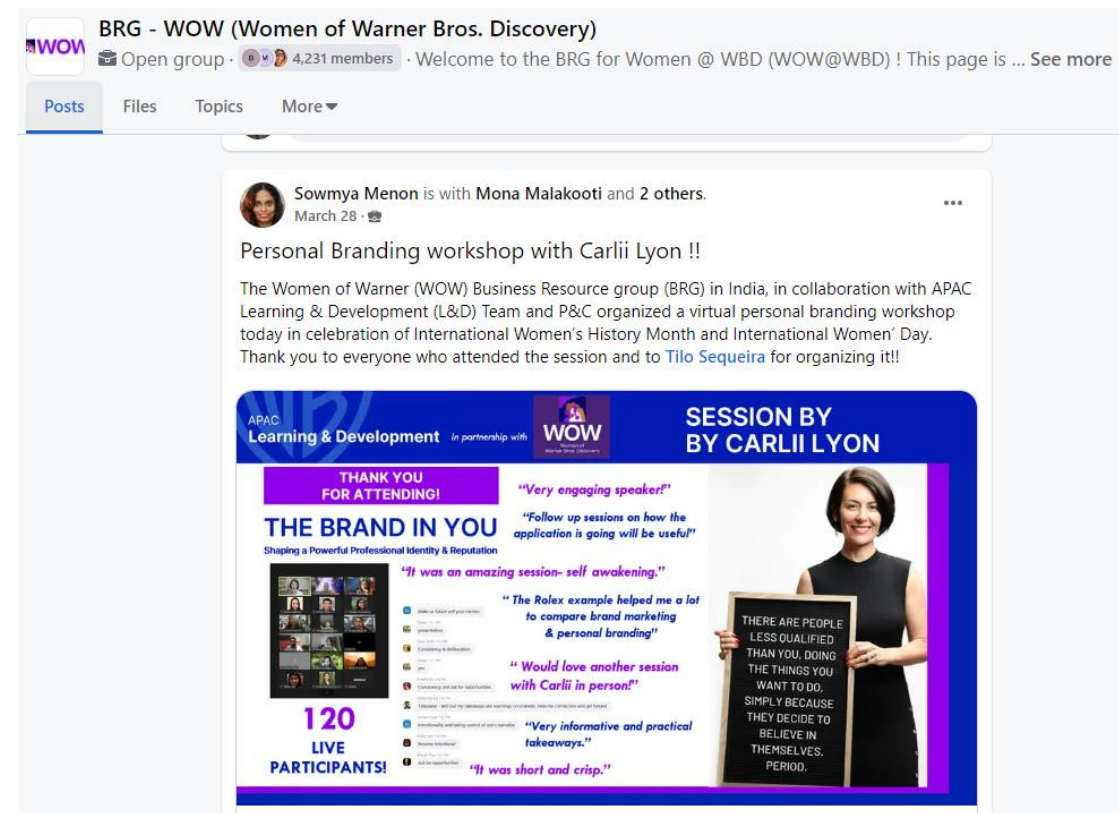
A 90-minute online masterclass offering a fast-paced fresh take on self-doubt and the impact it can have on your life and career. Discover cutting edge ideas and strategies to help you rise above the limiting thoughts that stand in the way of you putting yourself out there and living life to your full potential.

What you can expect to walk away with

- A new perspective on self-doubt and the role it plays in your life
- Ways to use imagination to breakthrough limiting patterns
- Tools to help you take control of your mindset

Thursday, May 16th
10am IST | 12:30pm SGT | 3:30pm AEDT

Carlil Lyon has been a personal publicist for over 15 years, having worked with many high-profile people, such as supermodels, bestselling authors, inventors and musicians. Her focus now is on helping regular people, executives, and entrepreneurs build their professional identities and communicate their value to important audiences. Carlil is a renowned thought leader and has spoken to teams from popular brands such as Financial Times, Spotify, Virgin, and L'Oréal. She is a regular contributor to Forbes and has been featured in Smart Company, CEO Magazine, Sky News, and The Sunday Telegraph.



BRG - WOW (Women of Warner Bros. Discovery)


Open group · 4,231 members · Welcome to the BRG for Women @ WBD (WOW@WBD)! This page is ... See more

Posts Files Topics More

Sowmya Menon is with Mona Malakooti and 2 others.
March 28 · 🌐

Personal Branding workshop with Carlil Lyon !!

The Women of Warner (WOW) Business Resource group (BRG) in India, in collaboration with APAC Learning & Development (L&D) Team and P&C organized a virtual personal branding workshop today in celebration of International Women's History Month and International Women' Day. Thank you to everyone who attended the session and to Tilo Sequeira for organizing it!!



APAC Learning & Development in partnership with WOW

SESSION BY CARLII LYON

THANK YOU FOR ATTENDING!

THE BRAND IN YOU

Shaping a Powerful Professional Identity & Reputation

120 LIVE PARTICIPANTS!

"Very engaging speaker!"

"Follow up sessions on how the application is going will be useful!"

"It was an amazing session- self awakening."

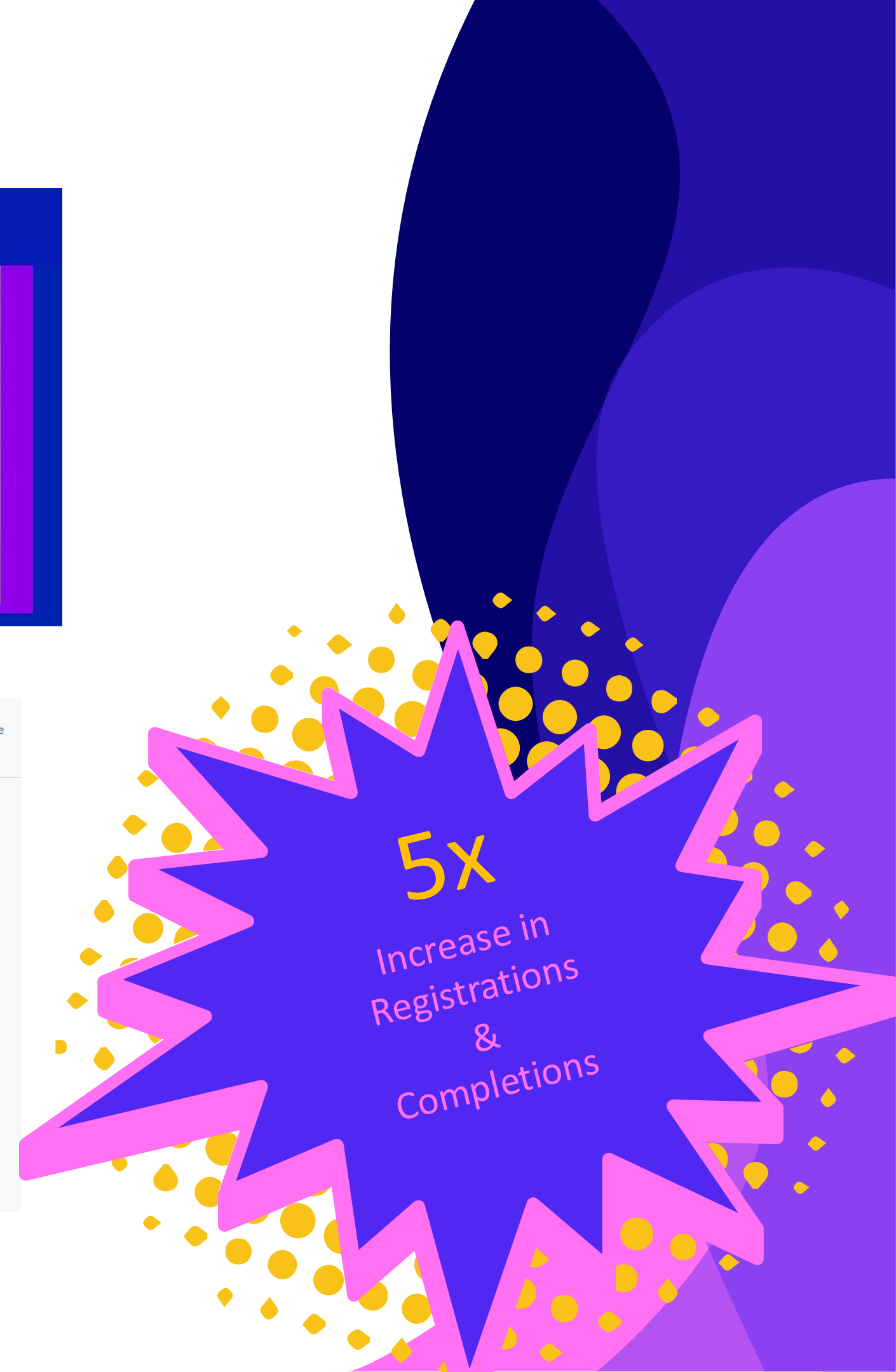
"The Rolex example helped me a lot to compare brand marketing & personal branding!"

"Would love another session with Carlil in person!"

"Very informative and practical takeaways."

"It was short and crisp."

THERE ARE PEOPLE LESS QUALIFIED THAN YOU, DOING THE THINGS YOU WANT TO DO, SIMPLY BECAUSE THEY DECIDE TO BELIEVE IN THEMSELVES. PERIOD.





BUST BIAS

Cultivating Hiring
Excellence



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Pursuing Equity: Hiring Roadmap



- Understanding bias and its impact on hiring
- Empowering hiring managers to embed conscious inclusion into recruitment and hiring processes
- Planting the seed for progress in challenging bias & championing inclusion in hiring
- Explore strategies for mitigating hiring bias.



TRANSFORM MINDSETS

Accelerating Culture
Change



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MANAGEMENT DEVELOPMENT CONTENT



- Embedded Unconscious Bias across the programs e.g. in Feedback/Difficult conversations activities
- Focus on Trust & Psychological Safety aligned with our DEI philosophy + Inclusive Leadership Model/Behaviours
- The programs are offered in flexible formats globally and across APAC
- In 2025 we will work on reviewing the content for accessibility

TAKING A WHOLISTIC VIEW



LAUNCHING OUR GUIDING PRINCIPLES



APAC LEADERSHIP TEAM COACHING JOURNEY & TEAM DEVELOPMENT INTERVENTIONS ACROSS LOCAL LEADERSHIP TEAMS

LAUNCHING BRG ACADEMY



MANAGEMENT DEVELOPMENT IN 6 MARKETS & IN LOCAL LANGUAGES

A 3D rendered image of Bugs Bunny from the Looney Tunes. He is shown from the chest up, wearing a blue basketball jersey with red trim and the word "TUNE" visible. He has a confident, slightly smug expression with his mouth open, showing his tongue. He is holding a basketball with his right hand, which is raised in a "rock on" or "devil horns" hand gesture. The background is a vibrant gradient of orange, red, and purple, with large, overlapping blue and purple circular shapes on the right side.

SO WHAT CAN YOU TRY
RIGHT AWAY?



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SET COMMON OKRs

Be Aligned
at the Top



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EXAMPLE OF COMMON OKRS

GROW OKR (example)

O: Improve Retention & Engagement of Top Talent in APAC

KR 1: At least 60% of Top Talent Standouts in Band 6 must have a custom development plan by end of 2024

KR 2: Monitoring % internal moves (including promotions) in GROW participants 1 year after program completion

KR 3: At least 10% decrease in attrition of Top Talent identifying as female

DEI Learning- Hiring with Impact OKR (example)

O: Launch Hiring with Impact in APAC

KR 1: 100% of Talent Acquisition team to complete train the trainer by end of 2024

KR 2: 100% of hiring managers to complete training prior to commencing recruitment by Q2 2025

KR 3: Increase the hiring of underrepresented groups by 20% by end of 2025



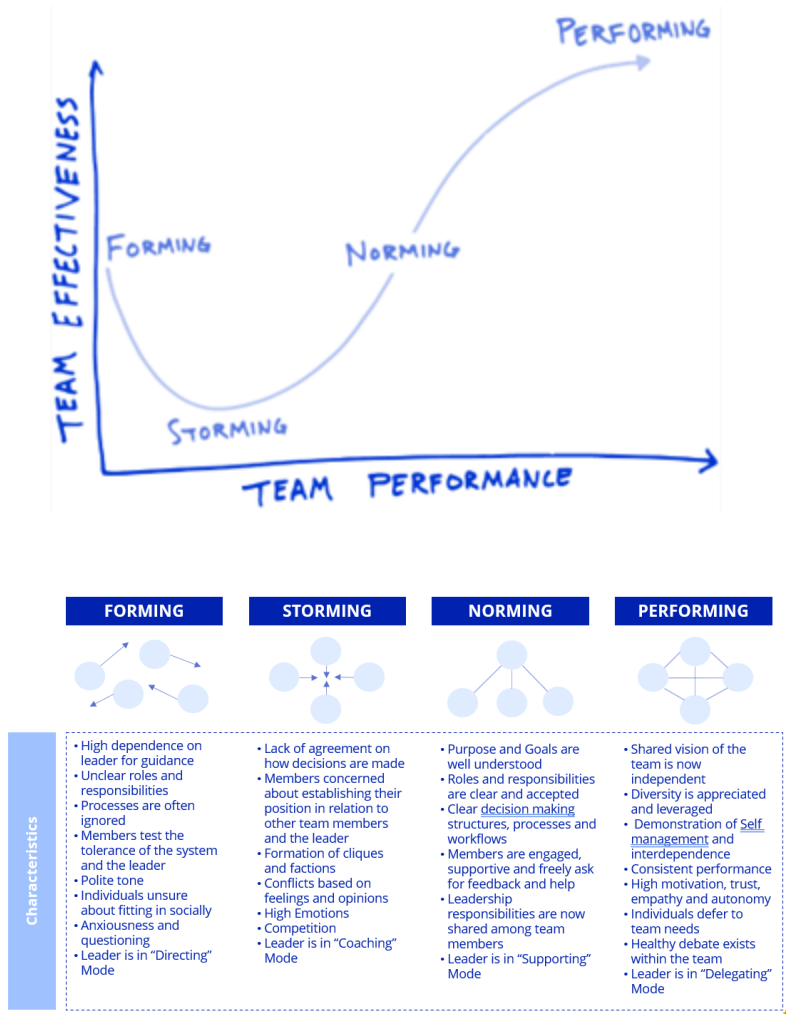
BE EACH OTHER'S ALLY

Proactively Seek
Opportunities to Collaborate



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EXAMPLE OF ACTIVE COLLAB OPPS



LEADERSHIP TEAM DEVELOPMENT



Everyday Inclusion
Everyday Inclusion On Set
Hiring With Impact
Empowering Allies
Inclusive Conversations
Inclusive Leadership Journey

DEI LEARNING SUITE



'CROSS-SELLING'
 OUR OFFERINGS



SPEAK AS ONE

Be Stronger Together



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That's all Folks