

# Ontario Association of Colleges & Universities Security Administrators

Empower and Unite: Enhancing Performance through  
Belonging



In today's rapidly evolving landscape, organizations like OACUSA face unique challenges in fostering inclusive cultures while optimizing employee performance.



Kristen Ziman is a former police chief from Aurora, Illinois. Since retiring she has become a sought out public speaker for organizations on the topics of performance, culture, and preparation. She is the author of “Reimagining Blue: Thoughts on Life, Leadership, and a New Way Forward in Policing.”

## **Unlocking Potential: A Roadmap to Equity, Diversity, and Inclusion in Higher Institutions.**

Discover innovative strategies and gain insights into fostering a workplace where every voice is heard, and every individual feels valued.

Join us for a dynamic keynote presentation as we explore actionable strategies to create equitable, diverse, and inclusive environments within government agencies. This keynote is an essential experience for all looking to champion change and lead with inclusivity, diversity, and equity at the forefront. Transform your approach, empower your people, and set the stage for a future where everyone in your organization can thrive.

# REIMAGINING BLUE

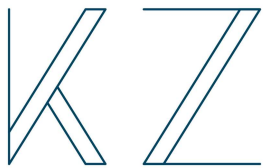
THOUGHTS ON LIFE, LEADERSHIP,  
AND A NEW WAY FORWARD IN POLICING



Kristen Ziman  
[kristen@kristenziman.com](mailto:kristen@kristenziman.com)

14784 Spinnaker Way  
Naples, Florida 34114

[www.kristenziman.com](http://www.kristenziman.com)  
[www.linkedin.com/in/  
zimankristen/](https://www.linkedin.com/in/zimankristen/)  
[www.twitter.com/  
ziman\\_kristen](https://www.twitter.com/ziman_kristen)  
[www.instagram.com/  
ziman\\_kristen/](https://www.instagram.com/ziman_kristen/)



KRISTEN ZIMAN

## Presentation Outline

Kristen will engage your audience and make the business case for belonging as a competitive edge. Those who practice inclusion understand the rigorous challenges we face in our work but have hope for a better tomorrow utilizing the power of belonging to make it so.

### *Keynote Highlights:*

**Breaking Barriers:** Understand the invisible forces that hold your people and your organization back.

**Revitalizing Engagement:** How to breathe new life into your workforce by nurturing a culture of involvement and enthusiasm.

**The Essence of Belonging:** Understand why this is crucial for unleashing optimal performance in your team.

**Winning Hearts Over Backs:** Explore how to move beyond transactional relationships to form genuine connections that inspire dedication and drive.

**The Foundations of Human Performance:** Uncover the elements that can transform your organization's productivity and satisfaction.

**Strength in Diversity:** See how diversity is not just a metric to achieve but a strength to be leveraged for greater creativity, resilience, and excellence.

**Empowerment and Its Impact:** Gain insights into the consequences of disempowerment and learn strategies to foster a culture where everyone feels empowered.

**Combating Performance Bias:** Identify performance bias and its effects. Equip yourself with tools to challenge and overcome these biases.

**Cultivating Truth Tellers:** Learn the importance of creating a team culture where honesty thrives and how it can lead to more innovative and effective problem-solving.

Embracing diversity isn't just a moral imperative; it's a strategic advantage that propels organizations forward in today's dynamic landscape. Together, let's harness the power of our people, cultivate an environment where everyone can thrive, and embark on a journey of collective growth and success. The time to unlock the full potential of our workforce is now. Join us in shaping a future where every voice is heard, every talent is valued, and every individual is empowered to reach new heights of excellence.