



# Diversity & Inclusion

## All Together Now – Leveraging the value of difference and creating belonging

We believe that everyone is **different** and the key to maximising any return from any D&I strategy or initiative is through creating **belonging**.

Belonging is generated by inclusive people who create inclusive organisations, systems and processes. Inclusive people simply do this better... they know themselves and are open to know others, trusting, respecting and valuing difference.

Inclusive people engage difference meaningfully, they act to inspire and help others to belong. At the heart of their everyday practice is collaboration: a deliberate commitment to attract and bring different people together to innovate, creatively solve problems with agility and seize new opportunities.



IMPACT

Inclusive people identify the potential for bias and mitigate it. They are culturally competent and leverage the experiences, skills and thought that comes from operating in complex, uncertain and challenging global marketplaces. They maximise an organisation's potential and performance.

We work with organisations at a strategic, team and individual level to maximise belonging. This is a culture and a mind-set that accepts belonging as a strategic imperative, a 'must do' when it comes to understanding and advancing colleagues, customers and markets.

Our areas of expertise include:

- Inclusive Cultures – Building a culture that maximizes the value of difference
- Unconscious Bias – Challenging the blockers of diversity and inclusion
- Minority Groups – Emboldening specific groups (including gender, ethnicity, sexuality, social, ability and age groups) to lead,
- Diverse Teams – Surfacing and leveraging dynamic difference
- Inclusive Leadership – Developing the capacity and capability to value difference and create belonging

