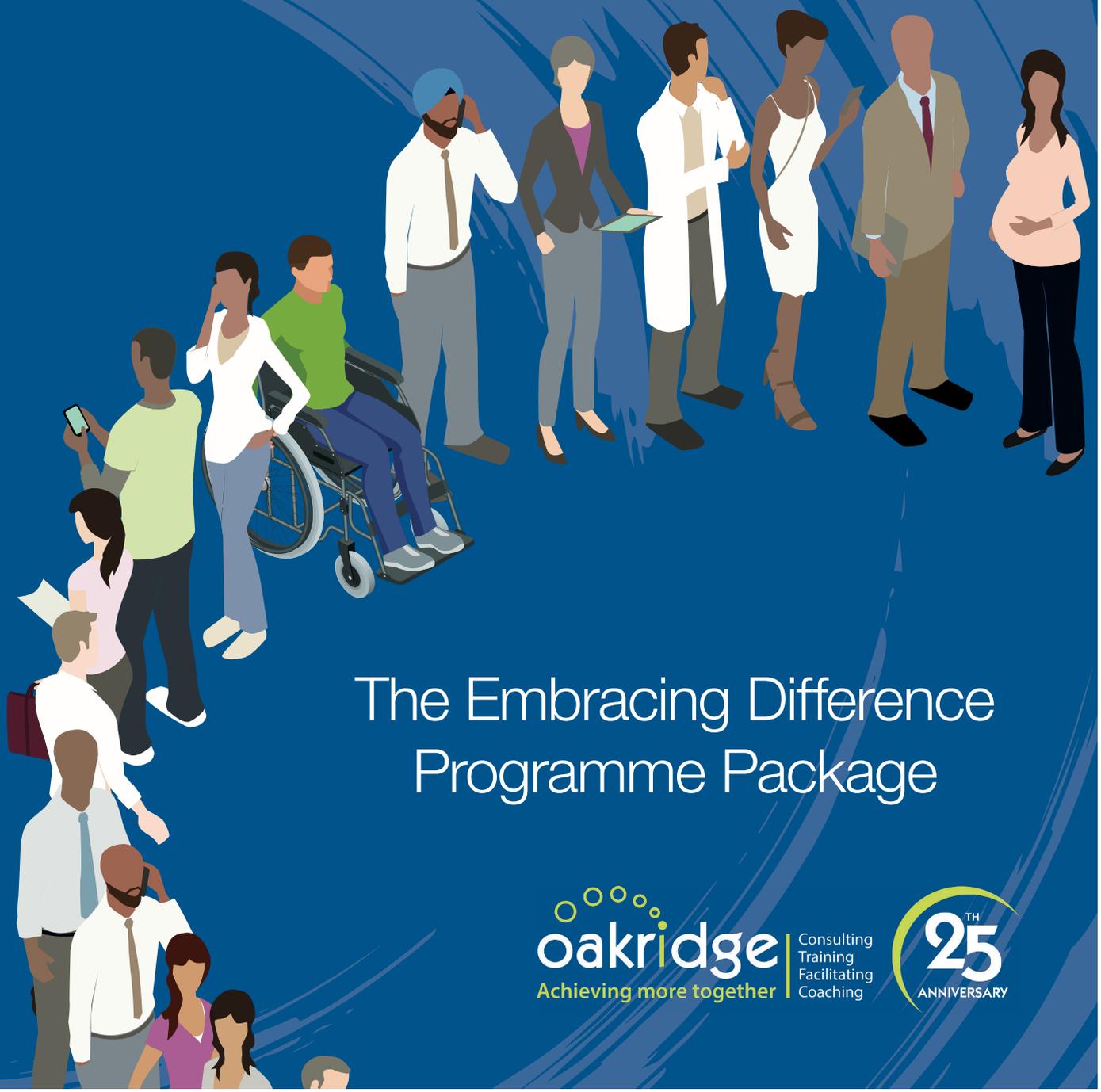


# Diversity & Inclusion

## and Embracing Differences

Greater Diversity in the Workplace results in Greater Profitability and Value Creation.



### The Embracing Difference Programme Package

**oakridge** Consulting  
Training  
Facilitating  
Coaching  
Achieving more together

**25<sup>TH</sup>**  
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# “Our people are our secret sauce that makes us so unique”

*Shai Weiss, CEO, Virgin Atlantic*

Even if the moral arguments for Diversity and Inclusion weren't undeniable, the fact that it can increase productivity by a third makes it a necessary and compelling mission for businesses if they are to become more resilient and more profitable. HR leaders must act now to improve their business' Diversity and Inclusion in the workplace, or risk being left behind. **See our latest D&I Statistics Report.**

Despite the statistics showing 85% of companies agreeing that diversity is important, just 45% have a strategy in place for recruiting diverse employees, managing collaboration amongst teams, communicating to raise awareness of the company's Diversity and Inclusion policy, and having the right supporting tools in place to embrace differences in the workplace.

Although there are improvements being made with D&I reaching the top of more companies' agenda, with these improvements, however, comes cultural change and the need to address the impact it has on employees and collaboration overall.

## 41% of Employers feel that diversity can lead to problems with Collaboration

*Walters 2017*

With this bias towards Diversity and Inclusion still so prevalent in the workplace today, The Oakridge Centre has developed its **Embracing Difference programme** as a bespoke package support solution, tailored to address the most important areas of your business in its D&I employee engagement.

The Embracing Difference Programme is not a 'tick box exercise' but a deep dive into the areas where your organisation may need support to make a difference for your people, your teams, your communities, your culture and your organisational success.



# The Embracing Difference Programme Focus:

Behaviour – Culture – Communications – Learning and Development

We focus on learning to remove the blind spots and demystify the biases across **Gender – Race and Ethnicity – Sex and Sexual orientation – Disability – Age and Generation – Religion and Belief – Neurodiversity – Nationality – Socioeconomic status – Mental Health – Menopause – Parenthood.**

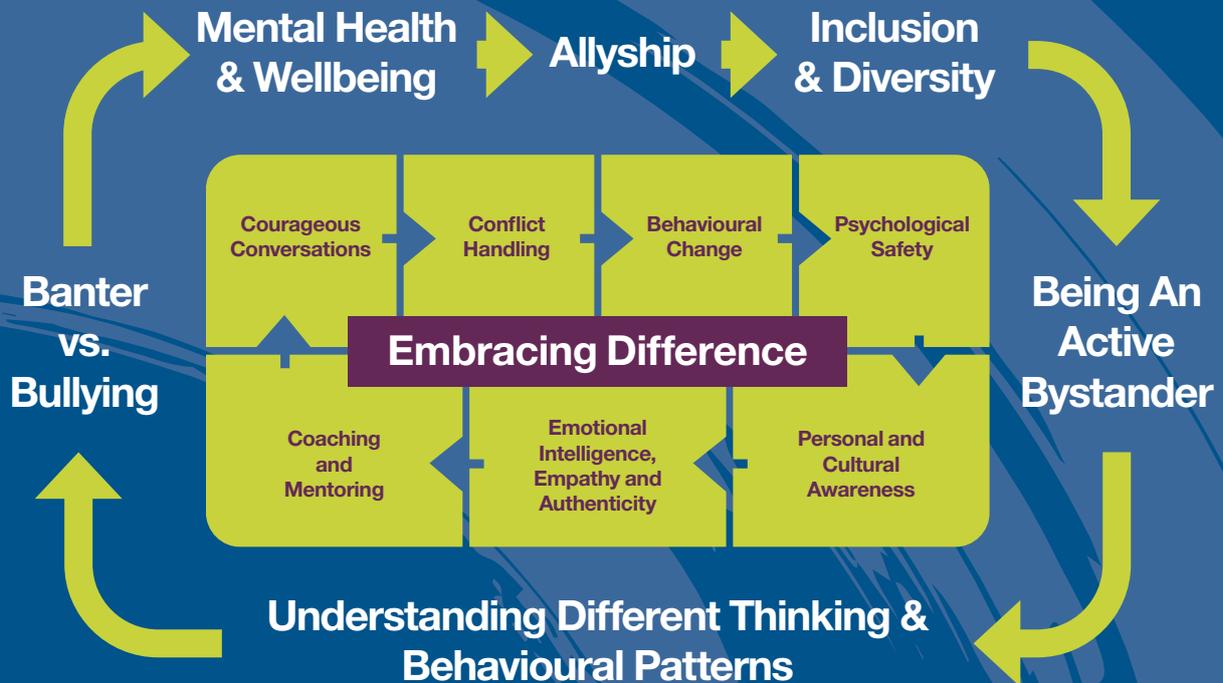
## The Oakridge Centre offers 2 levels of support:

SILVER	GOLD	PLATINUM
<p><b>Level 1A and 1B: Introductory/Awareness</b></p> <ul style="list-style-type: none"><li>• Introduction to key concepts</li><li>• Focus on key challenges</li></ul>		<p><b>Level 2: In-depth support</b></p> <ul style="list-style-type: none"><li>• Deepen the learning</li><li>• Putting the learning into practice</li></ul>

Following an Embracing Difference Intervention Assessment with one of The Oakridge Centre’s Senior Consultants to identify the support programmes better suited for your organisation’s D&I Embracing Difference needs, we will then work with you to tailor a support package solution to address your **D&I Performance Management Strategy.**



## Our Blended Learning Programmes:



The Embracing Difference Programme package is provided under **3 Standards – Silver, Gold and Platinum**, offered within a 'toolbox' of areas of expertise to embed a cycle of learning around:

- Being an Active Bystander
- Active Allyship and supporting Minority Groups
- Neuro Diversity – Thinking Differently Together
- Banter vs Bullying
- Mental Health Awareness
- Wellbeing
- Menopause at Work

We offer a range of additional programmes that can be added to bolt onto these 'toolbox' titles which provides deeper learnings as required, following the results of the initial consultation assessment.

# The Embracing Difference Package Solutions

To accommodate different needs and budgets, these packages can be further tailored to meet your requirements:

## SILVER – Level 1A

**Introductory and Awareness (and can form part of an Employee/ Apprentice/Graduate Induction programme)**

### 1 Day Programme:

**Embracing Difference at Work** – how people work differently, how to recognize the differences in others, and to work cohesively and collaboratively as a team.

**Pre-work:** Embracing Difference Questionnaire for your team to complete prior to the day to determine key areas to be developed and trained on.

### Includes:

- Introduction to Organisational Culture and Embracing Difference and how the key challenges as identified from the Questionnaire will be worked on throughout the day/s.

### Understanding Organisational Culture

- Where do you perceive your organisation's D&I culture to be?
- Where do you see the gaps for improvements towards better diversity and Inclusion in your workplace and/or team to support more cohesion in the workplace?
- Understanding the differences in one another
- How does this impact on you and your performance?

**SILVER Level 1A (continued)****Understanding Embracing Difference:**

- The effect of working with people with differences and how we can improve our understanding – discussion
  - What is the impact on you, and does it affect your performance – discussion
- Being a person of a minority group in the workplace, how does acceptance/non-acceptance affect you and your performance, and what steps should be taken to help improve your acceptance in the workplace – discussion

**Team Relationships and Team Diagnostic Tool:**

- Key fundamentals aligned with the organisation's required output results.

If delivered with a Bolt-On additional day option for Training & Development (a revised package price option to be discussed during the Embracing Difference Assessment consultation).

**Day 2 could include:**

**1 x Full day workshop**

**2 x ½ day workshops**

e.g. Workshops (as identified from the pre-work assessment):

- Active Bystander/Allyship
- Neuro Diversity
- Bullying Vs Banter
- Human Performance and Error Management, etc.



# The Embracing Difference Package Solutions

To accommodate different needs and budgets, these packages can be further tailored to meet your requirements:

## **GOLD – Level 1B**

**Introductory, Awareness and Key Challenges**

**2-3 Day Programme:** (if the delegate has already attended the Silver programme they will only need to attend the 2 days following)

**Pre-work:** Embracing Difference Questionnaire for the individuals/Team to complete prior to the start of the programme to determine the key areas to be developed and trained on.

Following the **Silver Level 1A** programme – the **Gold Standard** deepens the learning with a start to putting the learning into practice and includes options of:

- 2 Full days or 4 x ½ days Training & Development workshops
- A mix of Coaching and Training & Development workshops (See Coaching Surgery Days brochure), to embed Embracing Difference Awareness Skills, Cultural Awareness, Conflict Handling, Behavioural Change and Psychological Safety
  - Roll playing with taught actions
  - Team Diagnostics and follow up with Feedback report
    - Feedback report to address re-contracting and next steps

# The Embracing Difference Package Solutions

To accommodate different needs and budgets, these packages can be further tailored to meet your requirements:

## PLATINUM – Level 2

**Includes Levels 1A and 1B with deeper Learning and Coaching to put the learning into practice**

**5 Day Programme:** (if the delegate has already attended the Silver and Gold programme they will only need to attend the 2 days following)

**Pre-work:** Embracing Difference Questionnaire for individuals/teams to complete prior to the start of the programme to determine the key areas to be developed and trained on.

**The Gold Standard deepens the learning with a start to putting the learning into practice through defined coaching programmes, and includes options of:**

- 5 Full days or a mix of full days with ½ days Training & Development workshops – delivered over a 6-12 month period.
- A mix of Coaching and Training & Development workshops – delivered over a 6-12 month period.
- **Examples of Coaching programmes could include (See Coaching Surgery Days brochure):**
  - Leadership Coaching
  - Individual Employee Coaching
  - High Performing Team Coaching
  - Management Skills Coaching

## PLATINUM Level 2 (continued)

- **Examples of Training & Development workshops could include:**
  - Embracing Difference Awareness Skills
  - Conflict Handling
  - Behavioural Change
  - Cultural Awareness
  - Neuro Diversity
  - Menopause at Work
  - LGBTQ+ Awareness programme
  - Change Management
  - Coaching Skills for Managers/Frontline Managers, etc.
- 14 Key Indicators Assessment and Evaluation with Programme Sponsor/ Leader to define where tailor-made sessions against the Diagnostics outcomes are required
- Tailor-made sessions against Diagnostics
  - Individual and Team Ownership and Engagement to drive improvement
- Develop Communications Strategy raising the awareness and purpose of the Embracing Difference Programme
- Develop a plan forward to sustain in the future around Behaviours, Culture, Communication and ongoing L & D
- Stakeholder Perspectives and evaluating the ROI benefits of the programme and next steps.

\*Terms and Conditions: The Embracing Difference Programme Package is offered at a Fixed Offer Rate which is valid for Two Months Only. The Embracing Difference Programme Fixed Offer is secured on written confirmation with a 20% deposit paid within 30 days of confirmation received. Additional Terms and Conditions may apply subject to the final Bespoke Embracing Difference Programme contents required, and length of Programme.

# The Oakridge Centre's Embracing Difference Programme offers a dedicated team of specialists all in one place, to help your organisation achieve its **D&I Strategy**

## RECENT DIVERSITY AND INCLUSION WORKPLACE STATISTICS\*:

### ↑ On The Up

**85%** of Senior Executives globally agree that Diversity is important because it drives innovation. (Forbes)

**26%** of organisations with a female board representative outperformed those without by almost a third. (Credit Suisse)

**22.7%** of UK Boards have female representation compared to 20.3% in 2017 and women hold just 16.9% of board seats globally, a 1.9% increase from 2017. (Deloitte)

**5X** of non-gender identified job applications lead to five times as many women being selected. (Diversity for Social Impact 2021)

**35%** of organisations in the top quartile for Ethnic Diversity commercially outperformed those in the bottom quartile. (McKinsey 2019)

**53.5%** increase in the number of Disabled people in employment with an estimated 390,000 more disabled people in employment in Q2 2021 than there were in Q2 2019 – with a total of 4.4m Disabled people in employment in the UK in Q2 2021 (Gov UK 2021)

## ↓ Down

**3.5%** of leaders at the end of 2020, were from Ethnic minorities – down from 7% in 2019 and 8% in 2018 (Green Park 2021)

## ↔ Reported

**32%** of Autistic adults in the UK are in some form of paid work. (National Autistic Society)

**10%** of LGBTQ+ employees left a job because the environment was unwelcoming (UCLA). 53% say their work environment was negatively affected by discrimination. (Forbes)

**99%** of women felt their Menopause or Perimenopause symptoms had a negative impact on their careers. 59% had taken time off work, 18% more than 8 weeks and 10% leave their jobs due to Menopause.

**80%** of new joiners stated that a prospective employer's Diversity and Inclusivity policy was an important factor in whether or not they chose to join a company. (PwC 2015)

**50%** of Millennials and 75% of Gen-Zers left their job due to issues related to Mental Health (Burnout, Anxiety, Depression, Suicidal thoughts).



# Embracing Difference Development Journey

## NEW TO MANAGEMENT

- First Line Management Development
- Newly Appointed
- Supervisory Skills and Style



## TALENT DEVELOPMENT

- Aspiring Managers
- A Future in Management



## PERSONAL DEVELOPMENT

- Drivers
- Emotional Intelligence
- MBTI
- STRIDE
- Time & Workload management
- Being my best self



## PERFORMANCE MANAGEMENT

- Influencing Effectively
- Managing Change
- Managing Performance in an Uncertain World
- Operating with Energy and Impact



## WELLBEING

- Wellbeing
- Resilience
- Mental Health Awareness
- Mental Health First Aid



## MANAGEMENT DEVELOPMENT

- Challenging Conversations
- Assertiveness and Confidence
- Emotional Intelligence
- Communicating Strategically



## TEAM DEVELOPMENT

- Team Effectiveness
- Leading Teams in a virtual world
- Bringing others with you
- Being a team player during crisis



## LEADERSHIP DEVELOPMENT

- Leading with Agility
- Leading with Empathy
- Communicating Strategically
- Strategic Planning
- Systems Leadership



## COACHING AND MENTORING

- 1:1 Coaching
- Team Coaching
- Creating an internal mentor programme



## GIVING BACK

- The Manager as Coach
- Train the Trainer



# The Oakridge Centre's Embracing Difference Example Programmes

- Being an Active Bystander
- Active Allyship and supporting minority groups
- Banter vs Bullying
- Behavioural Change
- Change Management (intro)
- Accelerated Performance Coaching (6 sessions)
- Coaching for Performance
- Coaching Skills for Managers/Frontline Managers
- Cognitive/Neuro Diversity – Thinking Differently Together
- Conflict Handling
- Culture Awareness
- Embracing Difference Awareness Skills
- Engaging Conversations
- Foundation Skills for New Managers
- Front Line Manager Foundation and Coaching Skills
- Human Performance and Error Management
- Implementing Performance Management
- LGBTQ+ Awareness
- Managing Sickness and Absence at Work
- Menopause at Work
- Mental Health Awareness
- Mental Health First Aid (Certified)
- Networking and Building Impactful Relationships
- Paying Attention to What Happens
- Strategic Decision Making
- Stress Management
- Top Tips for Managers
- Wellbeing

## Get in touch

For an informal conversation to discuss how we might be able to support your organisation, please contact us.

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