



**The Oakridge Centre supports your organisation to embrace diversity and inclusion. Not for the sake of it, nor to tick a box but to make a difference for your people, your teams, your communities, your culture and your organisational success.**



# What is the Business Case?

Greater diversity in the workforce results in greater profitability and value creation

- Businesses must reflect the communities they serve, at all levels, to best understand their customers, suppliers, and wider stakeholders
- The cost of getting this wrong can be significant in terms of employee and talent retention, reputation and litigation
- Diverse leadership equals better financial performance. The McGregor-Smith Review which looked at Race in the Workplace, said that the potential benefit of diversity to the UK economy is £24 Billion\*
- Organisations who embrace diversity and inclusion have people who are:
  - Cohesive
  - Engaged
  - Happy
  - Loyal
  - Able to achieve their potential
- Unconscious bias training as a stand-alone does not achieve the results needed
- Every organisation is at a different stage. Some will be ready and some will not. This programme is designed to support your organisation to have the conversation and encourage everyone across the organisation to be part of that conversation
- Everyone in your organisation has a responsibility to be aware of their words and actions
- Nobody can know everything and we must create a safe space for people to explore this for themselves
- There may be challenges but being on the journey to awareness and exploring the day to day experiences of working together offers a path to long term success

# Why is it Important and Why Now?

- Diversity is important but having a policy, a statement or a pledge is just the start
- All human beings are similar but we are all different; how do the values of the organisation bring everyone together?
- We need to support people to speak up and be proactive
- We need to champion inclusion and encourage the 'wider' conversation
- We must help individuals thrive; not just survive across the end to end employee experience
- As we emerge from remote working through the pandemic we have;
  - Had an insight into our colleagues lives much more than ever before
  - Seen that some people have loved remote working; some have hated it
  - Recognised that leaders don't want to lose the 'good' things we have seen and experienced

As we move to a hybrid way of working how do we embrace the learning, use it to propel us forward and make a bigger impact to advance the D&I agenda?

There is much discussion around building back better and levelling up and we hear business leaders saying that they want to see something of a system reboot as organisations reassemble from the pandemic. Now is the time to ensure company culture includes 'embracing difference'

\* The McGregor-Smith Review - Race in the Workplace

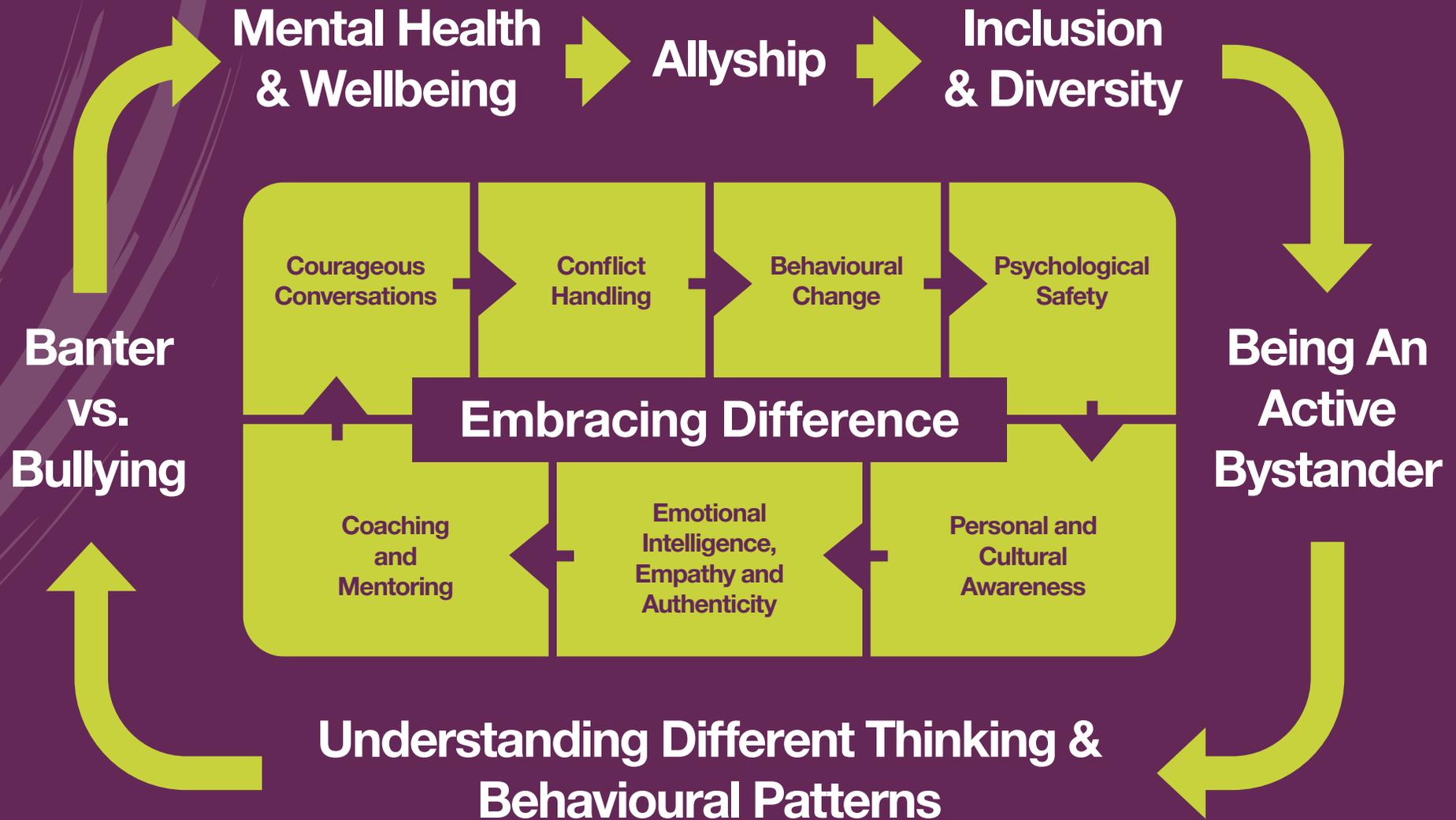
## The Embracing Difference Programme Focus:

- People need to understand their position in the workplace and explore how they impact others
- Human beings are riddled with blind spots and biases. This is normal and our aim is to support you to create a workplace where it is good to support each other
- We facilitate real change, not ticking a box. We take people on a journey and provide a safe place for discussion, awareness and change
- We cover every area of the employment cycle from advertising roles, recruitment and selection, development and performance, workplace experience, opportunities for progression and leadership development
- We offer a suite of support which can be blended from a range of areas, tools and techniques

## The Oakridge Centre support you at 2 levels:

- **Introductory/Awareness level:**
  - Introduction to key concepts
  - Focus on key challenges
- **In-depth support:**
  - Deepen the learning
  - Putting the learning into practice

# Our Blended Learning Programmes:



As experts in people performance improvement for over 25 years, The Oakridge Centre has a vital role to play in helping organisations navigate a changing world and enable leaders, managers, and teams to be the best they can be.



**Behaviour**



**Culture**



**Communication**



**Learning & Development**

# Why work with The Oakridge Centre?

**You receive a 'tool box' of areas of expertise to embed a cycle of learning around:**

- Being an Active Bystander
- Allyship
- Neurodiversity; thinking differently together
- Banter vs Bullying
- Diversity and Inclusion
- Mental Health
- Wellbeing
- Stride: female leadership development

**Our Techniques include support in:  
Behaviour – Culture – Communications – Learning  
and Development**

- Awareness skills
- Cultural awareness
- Conflict handling
- Behavioural change
- Coaching and Mentoring
- Creating psychological safety

# Our Skillbase

- We come from the 'people' angle; not the 'policy' angle
- We have 25 years of experience working with global organisations, public, private and third sector businesses
- We have an 'action learning focus' that gives people a safe place to explore, understand and then take personal accountability
- We cover a wide range of D&I subject areas and have a dedicated team of experts, reducing your need to work with lots of different specialists; we have it in one place
- We do this because we believe in it; we truly live our values of Integrity, Excellence, Outcome Focus and Social Value
- We see the learning as a journey; not a training event
- We focus our learning across Gender, Race and Ethnicity, Sex and Sexual orientation, Disability, Age and Generation, plus we account for non-protected characteristics too, Religion and Belief, Neurodiversity, Nationality, Socioeconomic status, Mental Health and Parenthood.

# 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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