

Reimagine an Inclusive Workplace: Creating the Plan



Covid-19 and a heightened focus on racial injustice has disrupted the world and our country. As your company approaches a new normal, use this unique opportunity to reimagine your workplace for the better and incorporate inclusive values. Inclusion in the workplace involves offering appropriate support to employees in an individual and equitable fashion, ensuring equal representation and consideration of all employees, and meaningfully accommodating remote workers during these unprecedented times.

Our Approach

This interactive program guides you through the process and approach to create a new vision for inclusion at your company. At the end of this program, you will have created an inclusive workplace plan.

Program components include four synchronous workshops, pre- and inter-session activities housed in an individually accessed Learning Journey platform; community engagement through peer coaching and learning platform, and a small group coaching session.

Workshop Topics

- **Defining Goals: Inclusion for What Result?**
- **Current State Analysis: Assess to Understand**
- **Visioning & Scenario Planning: Envision the Future/s**
- **Design-thinking: New Solutions**

Attendees: Mid to Senior Level Leaders, enrollment limited to 25

Duration: 4 weekly sessions starting 9/30 (enroll by 9/16)

Format: Virtual synchronous workshops, asynchronous learning platform (individually accessed), small group coaching

Cost: \$2500 per participant, \$500 discount for additional company registrant/s

Why Inclusion?

Without inclusion, you can't leverage these benefits of diversity:

Lower turnover -
Employees who feel able to bring their whole selves to work are 42% less likely to plan on leaving for another position within a year (Forbes, 2019)

Increased Returns –
The 20 most diverse companies in a WSJ study had an average annual stock return of 10% over five years, versus 4.2% for the 20 least-diverse companies (The Wall Street Journal)

Diversity is good for business - Innovation comes from diversity – not homogeneity (Hewlett, et al, 2013)

To register or learn more, contact
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Orange Grove Consulting specializes in research-based diversity & inclusion training and organizational change, with an end goal of creating more innovative and productive workplaces.