

DEI SUPPORT PROGRAMMES

SEE CHANGE HAPPEN

effective Summer 2022

Joanne Lockwood
INCLUSION &
BELONGING SPECIALIST





OUR BIG IDEA

Founded in 2017 to provide Diversity, Inclusion and Belonging Advice and Consultancy to businesses and organisations in the UK, Europe and elsewhere.

We are a professional service and, as such, expect to be treated fairly, and paid on time for our time and expenses



ESTABLISHED BUSINESS DEI PROGRAMMES

For terms, please see <https://seechangehappen.co.uk/terms>

WHAT CAN THE 'ESTABLISHED BUSINESS DEI PROGRAMME' DO FOR YOU?

Your sessions and meetings, where possible and practical will be conducted in person otherwise on-line. They will let you access Joanne Lockwood's experience and mentoring skills to facilitate building and sustaining your DEI programme and strategy.

Between sessions and meetings, you can email Joanne for further advice if it is needed or bring her in as a resource for your DEI project.

Together we will discuss actionable strategies for success in our monthly call. Joanne may also link or sign-post you to relevant resources to expand your knowledge and develop your skills.

PLUS: as a client you have access to Joanne's extensive network of DEI Professionals across the world, enabling you to tap into trusted professionals, and to be referred when appropriate.



SESSIONS AND MEETINGS

Delivered face-to-face with a focus from Joanne Lockwood on your DEI programme, ensuring accountability for your strategic plan.



E-MAIL SUPPORT

Between meetings life has a habit of throwing some curve balls or questions get raised. No problem, email Joanne for her views and advice.



DEI PROJECT RESOURCE

Bring Joanne into your team to help deliver your DEI projects with additional days or hours at special programme member rate



COMMUNITY

Access Joanne's extensive network of DEI professionals from around the world and from various lived experiences and diverse communities

PROGRAMME FEATURES



Strategic DEI Advice & Guidance

Joanne will work with your organisation sharing her DEI Knowledge and expertise to help your business formulate, develop and implement your DEI programme. She can offer training, workshops and additional skills from her network to supplement this, if needed.



Critical Friend

An opportunity to work with Joanne as an arms length board advisor – to challenge, to bring expertise and insight in to delivering and maintaining your DEI programme and playbook.



Quarterly DEI review

Review, with your internal DEI team, progress and actions on the programme and playbook.

Ensure that your board is kept accountable and is delivering on plan. Revising and Replanning, as necessary.



Board meeting facilitation

Attend board meetings of the organisation as an 'ex-officio member' to bring a DEI perspective and report on relevant matters as they arise.



DEI Project Resource

Provide advice and guidance on DEI projects and coordinate resources and budget either internal or external to deliver the DEI programme and playbook objectives.



Flexing

Ability to increase monthly commitment at anytime or decrease on a quarterly basis.

Additional Days and Hours available for projects, training, workshops etc... at a preferential rate for DEI Programme members.



Quarterly Events

Each quarter a DEI focused event will be run. Eligible DEI Programme members will have priority access and a complimentary ticket.



Mastermind Groups

An opportunity to come together with other business leaders who are also working on their DEI Programme and Playbook, to share knowledge and ideas.

These will be scheduled, on-line, on a monthly basis.



Additional Services

- Training and Workshops
- Facilitation
- Board Diversity Programmes
- White Label Client work
- Podcasts, Blogs, Webinars
- Technology Stack Advice and Evaluations

THE ESTABLISHED BUSINESS DEI PROGRAMME

Collaborator

MIN £ **2,795** /mo + VAT

From 2 days in your business /month

Meeting Follow up reports

Quarterly DEI review

DEI Project Resource

Board meeting facilitation

Critical Friend

Unlimited Email support

Unlimited telephone support

Advisor

MIN £ **1,495** /mo + VAT

Up to 7 hour face-to-face /month

Meeting Follow up reports

Annual DEI review

DEI Project Resource

Board meeting facilitation

Critical Friend

Unlimited Email support

Unlimited telephone support

Mentor

MIN £ **1,295** /mo + VAT

Up to 3 hour On-Line /month

Meeting Follow up reports

Annual DEI review

DEI Project Resource

Board meeting facilitation

Critical Friend

Email support

Telephone support

GROWING BUSINESS DEI PROGRAMMES

For terms, please see <https://seechangehappen.co.uk/terms>

WHAT CAN THE 'GROWING BUSINESS DEI PROGRAMME' DO FOR YOU?

Your sessions and meetings, where possible and practical will be conducted online. They will let you access Joanne Lockwood's experience and mentoring skills to facilitate building and sustaining your DEI programme and strategy.

Between sessions and meetings, you can email Joanne for further advice if it is needed.

Together we will discuss actionable strategies for success in our monthly call. Joanne may also link or sign-post you to relevant resources to expand your knowledge and develop your skills.

PLUS: as a client you have access to Joanne's extensive network of DEI Professionals across the world, enabling you to tap into trusted professionals, and to be referred when appropriate.



SESSIONS AND MEETINGS

Delivered On-Line with a personal focus from Joanne Lockwood on your DEI programme, ensuring accountability for your strategic plan.



E-MAIL SUPPORT

Between meetings life has a habit of throwing some curve balls or questions get raised. No problem, email Joanne for her views and advice.



FLEXIBILITY

Flex up to longer sessions, or down to shorter ones at any time. No minimum commitment. It's your time, make the most of it.



COMMUNITY

Access Joanne's extensive network of DEI professionals from around the world and from various lived experiences and diverse communities

THE GROWING BUSINESS DEI PROGRAMME

Mentor

MIN £ **995**
/mo + VAT

3+ hrs 1-2-1 Call/month

Meeting Follow up reports

Critical Friend

Unlimited Email support

Telephone support

Quarterly Speaker Event

Guide

MIN £ **495**
/mo + VAT

90 Minute 1-2-1 Call/month

Meeting Follow up reports

Critical Friend

Email support

Telephone support

Early Event notification

Review

MIN £ **295**
/mo + VAT

60 Minute 1-2-1 Call/month

Meeting Follow up reports

Critical Friend

Limited Email support

Limited Telephone support

Early Event notification

* NOTE: Businesses that are under 3 years old, or turnover less than £0.5M pa are eligible for the 'Growing Business DEI programme'

CONSULTING RATES

For terms, please see <https://seechangehappen.co.uk/terms>

AD HOC CONSULTING - GUIDE PRICES*



On-Site/Remote Consultancy

Including; Diagnostics, Audits, Policy Reviews, Guidance or Mentoring

❖ *Per Hour:*

£345.00

❖ *Per Day:*

£2495.00



Monthly Retainer or Upfront commitment

called off or drawn down as either hours or days

❖ *Pre-Purchased allocation of 5 days or more for either training or consultancy*

-10%

❖ *Monthly Retainer of 2 days, minimum duration 6 months*

-15%

❖ *DEI Programme Membership*

-20%

discounted across standard rates

*plus, any Travel Time & Expenses – excludes V.A.T. @ 20%

THANK YOU!

 *Joanne Lockwood*
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