

DIAGNOSTIC, ADVISORY AND CONSULTING SERVICES

DIVERSITY, INCLUSION & BELONGING
FOR ORGANISATIONS

SEE  Change Happen

SMILE | ENGAGE | EDUCATE

DIVERSITY – INCLUSION – BELONGING

...BECAUSE THE WORLD ISN'T ONLY BLACK AND WHITE



Fish
Spice

Cardamon

Coriander

Shkshouka
Spice

Coffee
Spice

Yellow
Rice

Parsee
Rice

Madagascar
Rice

Mixed Mas
for Rice

Diversity – it's the spice of life

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Navigating your way around

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Belonging – it's a very human thing



- Our core business services are;
 - Keynote and Conference Speaking
 - Workshops, Seminars and Executive Briefings
 - Diagnostic and Advisory Services
 - Training and Workshops
 - Mentoring and Coaching
 - Blogging, Vlogging and Podcasts
 - TV and Radio Interviews
 - Panel Host and Participant
 - Subject Matter Expert
 - Transgender Awareness and Inclusion

About Us

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



Inclusion – we all want a place to fit in and hang out

Who are we?

Our Principal Consultant



Joanne Lockwood

Founder & CEO

Joanne is a leading authority on Diversity, Inclusion & Belonging and also has a specialism in promoting Transgender Awareness. She provides support to businesses and organisations throughout the UK, Europe and elsewhere. With her IT and Technical background she is well placed to advise on platform solutions and integrations across systems.

As an International Keynote Conference speaker, Joanne delivers workshops, seminars. Through her engagement with organisations, she helps to develop policy & best practise in order to promote inclusion & belonging for all people. By challenging biases, existing thinking and processes she helps them to develop a Vision and Strategy for Conscious Inclusion.

In addition to her consultancy to she is an Advisory Friend of The Institute of Equality & Diversity Professionals, a Member of The Rotary Club and The Professional Speaking Association. She sits as an Expert by Experience member for University of Southampton. As a Fellow of the Royal Society for the Encouragement of Arts, Manufactures and Commerce, she believes passionately that “people are people” and, no matter who they are, deserve to be treated with dignity and respect.

Joanne lives by the mantra of “*Smile, Engage and Educate*” in order to promote awareness and understanding to overcome people’s fear of getting it wrong, because the world isn’t only black and white!



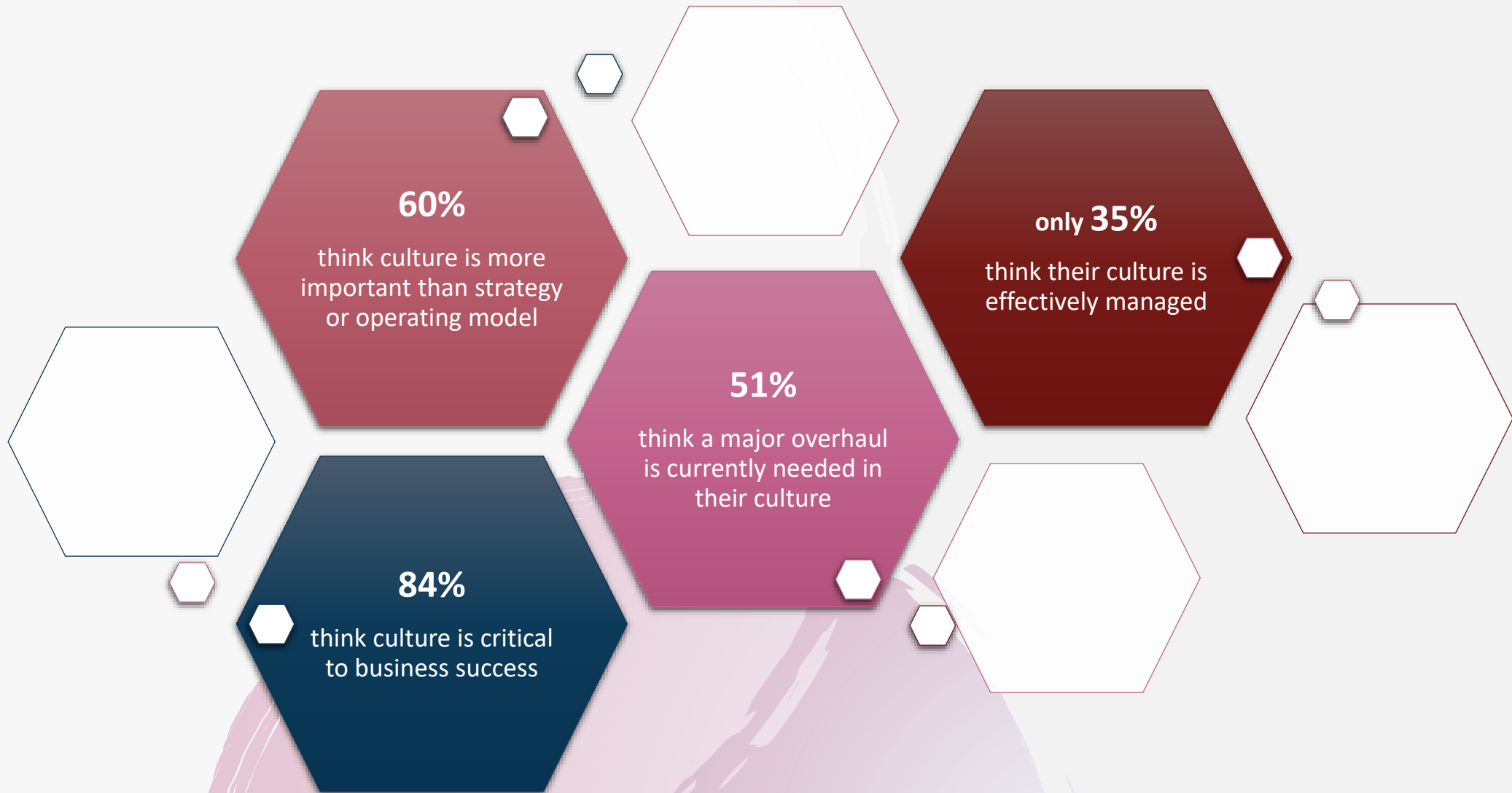
Voice – we all want to be listened to and heard

MEASURING UP

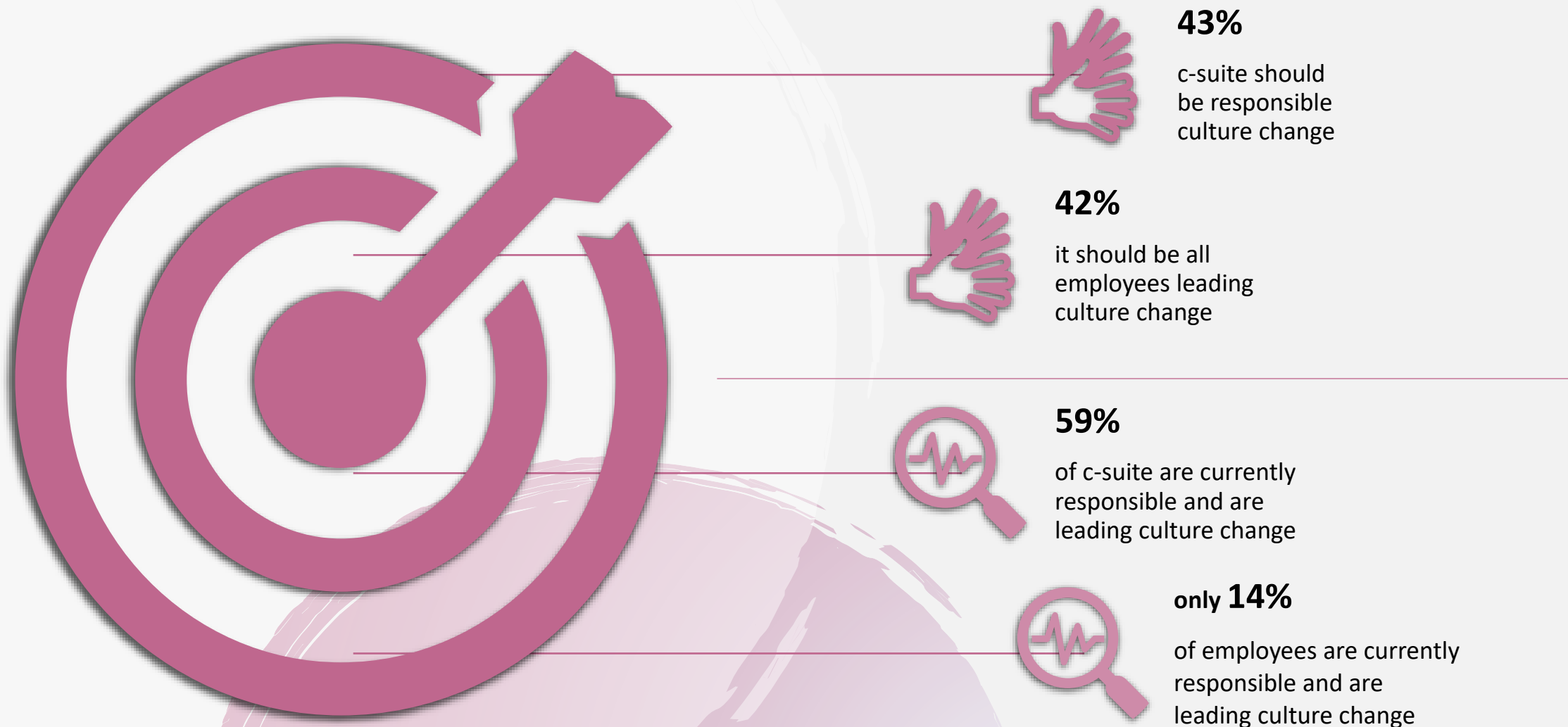
WHAT IS YOUR “WHY OF D&I?”



When asked about “Cultural Outlook?”, FTSE 250 leaders said...



When asked “Who is driving change?”, FTSE 250 leaders said...



When asked “Why doesn’t change last?”, FTSE 250 leaders said...

48%

agree – critical capabilities are not in place to sustain change

Top Reasons Employees Resist Change

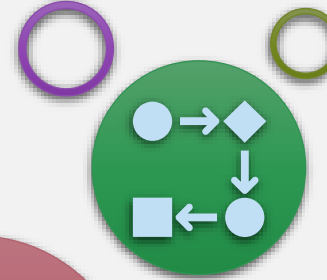
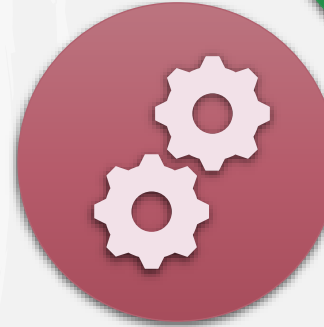


do not understand the reasons for change

are sceptical due to past failed change efforts

do not feel involved in the change process

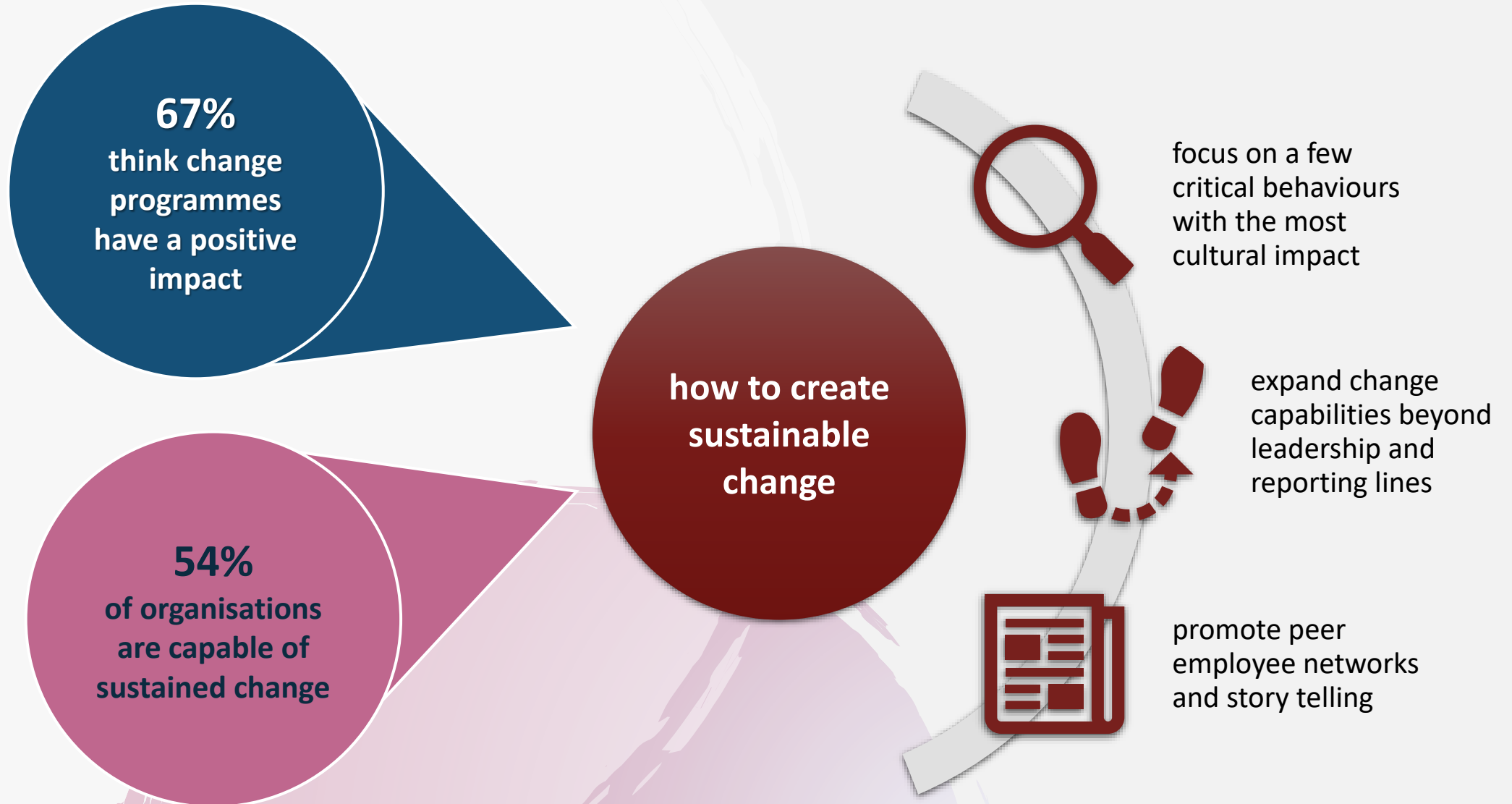
Top Barriers to Change



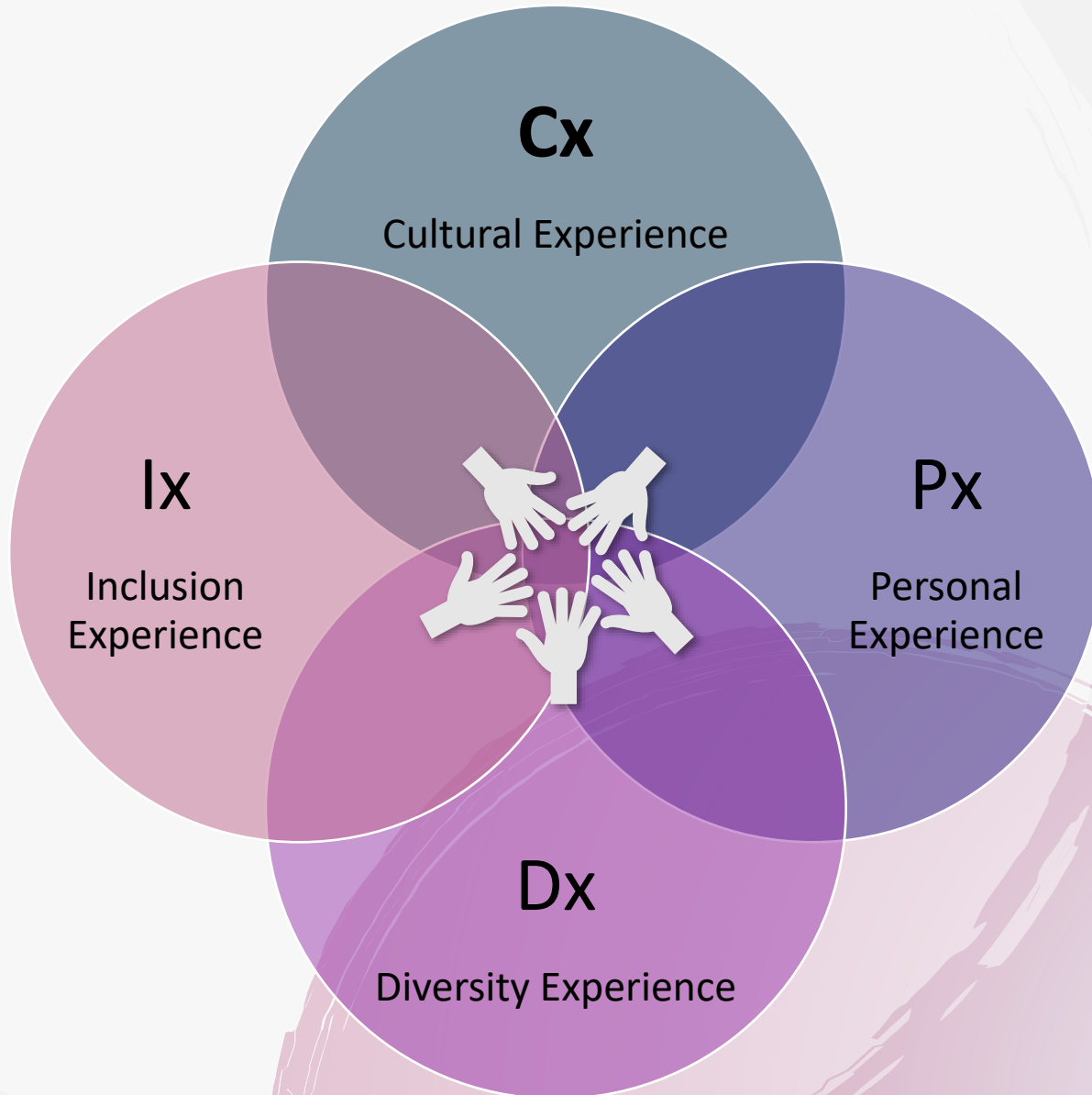
systems, process and incentives do not support change

competing priorities create change fatigues

When asked “How they sustain change?”, FTSE 250 leaders said...



Enriching Employee Experience = Cx + Ix + Px + Dx



How we are treated, the way an organisation makes us feel as an individual, our sense of purpose and belonging for who we are directly impacts on our sense of pride and engagement in our role.

Our teams will be more productive, more creative, likely to have less absenteeism and will tend to stay longer in their roles.

It is all about the way we make people feel

Effective and Inclusive Leadership is the key



A cable car is suspended by cables over a deep, layered desert canyon with reddish-brown soil. The canyon walls show distinct horizontal geological strata. The cable car is a small, enclosed cabin with windows, and several cables are visible extending from it towards the top of the frame.

Change – not being afraid to look around

Your Challenges

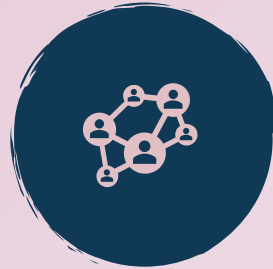
What we hear is...



Engaging People

With a global talent shortage in an fast changing world, it is important to widen our appeal and keep the people we value.

Being open and an employer of choice for all will reap rewards.



Nurturing Culture

Knowing how staff feel, allowing them to bring their whole selves to work, means they will be more productive and engaged. Less presenteeism.

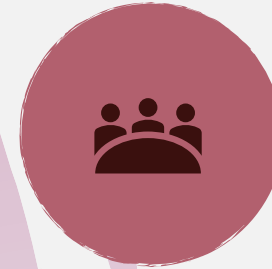
Engagement backed by data, metrics and insights is the key.



Living on a Budget

Many D&I Teams have little or no budget or head count to implement or utilise systems and processes

Expenditure can be offset against reduced cost per hire, improved sickness records, staff retention and other productivity gains



Getting Buy-in

D&I projects often fail due to lack of buy in at the most senior level.

Leveraging data and metrics allows C-Suite to track progress and support D&I initiatives.



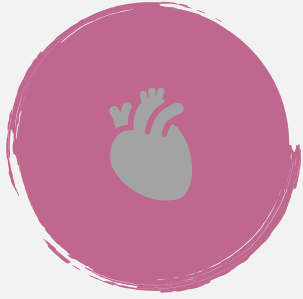
Finding the Start

The D&I mountain often seems dauntingly high. Knowing where to start is important.

Breaking the project down once the values and vision are established is critically important.



Intersectionality – we all have many threads



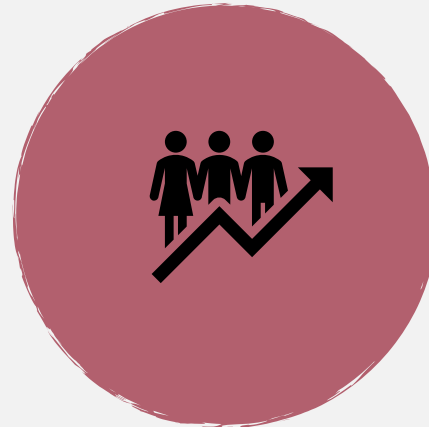
Culture &
Belonging



Fairness and
Opportunity



Impactful
Change



Attract and
Retain Talent

Our Four Pillars

Our programme is
underpinned by our four
strategic pillars of engagement



Teamwork – all working together to achieve

Cultivating a Culture of Belonging

Leveraging focused strategies can reap huge rewards, often through implementing small nudges

- Employee Inclusion, Engagement and Feedback
- Measure of Belongingness
- Establish Vision and Values
- Inclusive Leadership Evaluations and Effectiveness
- Engage with people and give them a voice
- Understand what makes people happy
- Create opportunities and career progression
- Map motivational and emotional needs
- Actionable outputs through insights and data

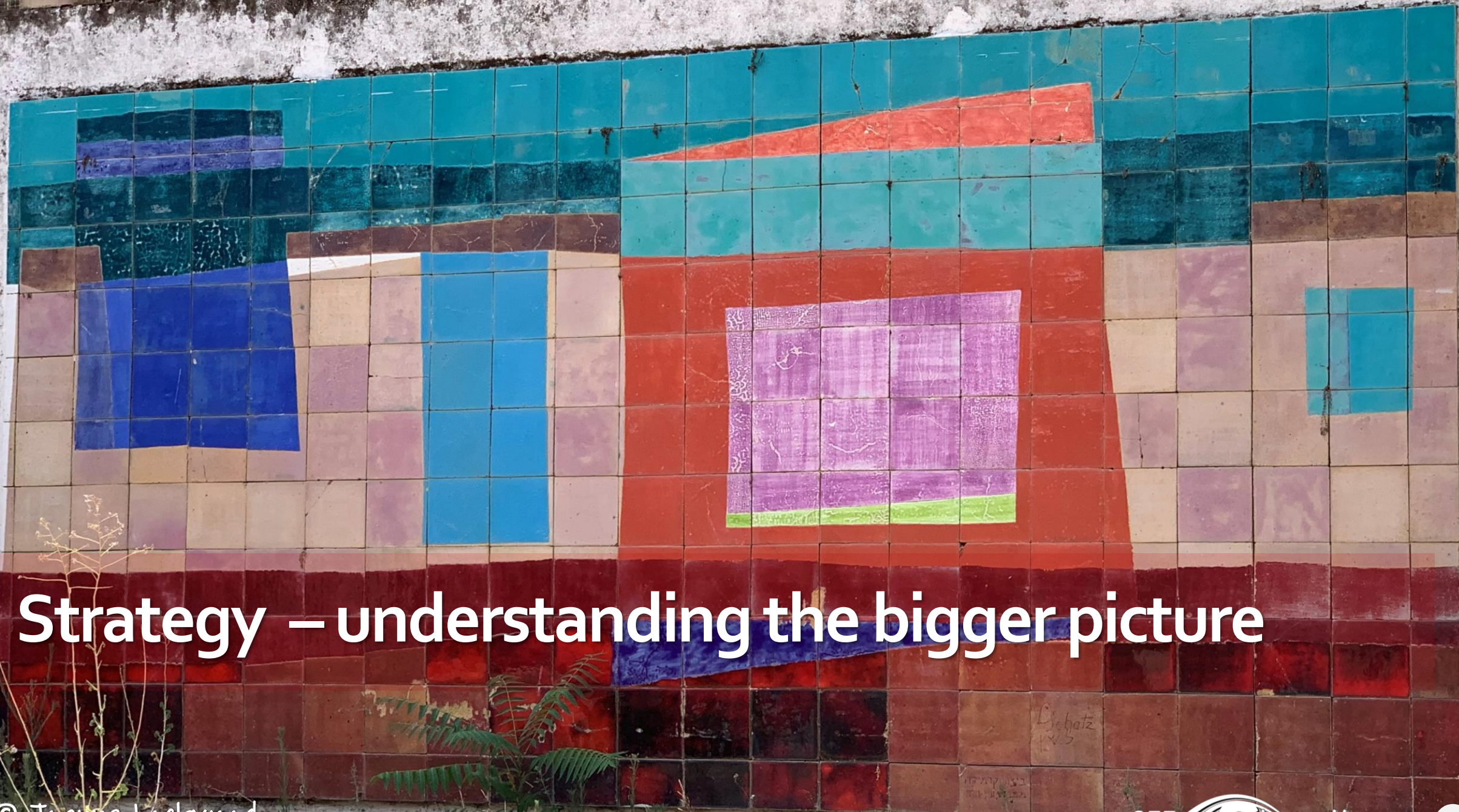


Perspective – seeing through a different lens

Build Fairness and Opportunity

Leveraging focused strategies can reap huge rewards, often through implementing small nudges

- Establish an inclusion passport
- Utilise meaningful data
- What do I need to succeed
- Enable accessibility and mobility
- Track and manage change
- KPI's for diversity & inclusion at all levels
- Engage in meaningful conversations
- Make informed decisions
- Openness to workplace adjustments



Strategy – understanding the bigger picture

Implement Impactful Change

Leveraging focused strategies can reap huge rewards, often through implementing small nudges

- Plot your organisations D&I journey
- Evolve policies and process
- Track workplace adjustment requirements
- Embed nudges to bring tangible change
- Underpin through governance and reporting
- Report and monitor discrimination & bullying
- Signpost direction and focus activities
- Promoting good mental health initiatives
- Coordinate flexible & remote working practices



Richness – avoiding an arid and toxic culture

Discover, Nurture and Retain Talent

Leveraging focused strategies can reap huge rewards, often through implementing small nudges

- Fairness of opportunity for all
- Implement objective based hiring decisions
- Targeted sourcing and positive action strategies
- Enhance employee lifecycle experience
- Contextual recruitment & social mobility
- Promote internal mobility and career pivots
- Focus on learning, adaptability & flexibility
- Amplify adaptability, potential & capability
- Establish nurturing and mentoring programmes



Challenges – it's knowing where to start

© Joanne Lockwood

Core Values and Objectives

All of our programmes are underpinned by common values and objectives

Trust & Confidentiality

- Fundamentally all initiatives must have trust and confidentiality at their heart
- People will only buy-in and share themselves if they understand the purpose of the data collected and how it will be put to use
- Authenticity and a genuine ambition to evolve culture is essential



Evidence and Metrics

- Initiatives must have an output, they must be measurable and inline with the vision and values of the organisation
- Reporting will highlight areas of impact and expose areas of insight for further investigation
- The D&I journey is a continual process not a final destination



Return on Investment

- In order to realise an ROI initiatives should generate opportunities through; retention, productivity, and employee engagement
- Diverse teams will leverage insightful opportunities for creativity and alignment with customers and stakeholders
- Intangible “doing the right thing” is important



Communication – all singing the same song



Learning &
Development



Mentoring
Programmes



Diagnostics and
Consultancy

How we can help

We are able to engage and work
with your organisation across a
wide platform of initiatives



Trust – the willingness to engage and disclose

Learning & Development

Our engagement services compliment and work with your existing Talent Acquisition, People and D&I teams to empower and support them to deliver your organisation's vision and values.

We believe that collaboration is at the heart of evolving culture and belonging

- Training Delivery
- Facilitated Workshops
- Lunch & Learns
- Systems Onboarding
- Executive Briefings
- Video and Written Materials
- Conference Keynote



Vision – understanding our culture and values

Mentoring and Coaching Programmes

Our engagement services compliment and work with your existing Talent Acquisition, People and D&I teams to empower and support them to deliver your organisation's vision and values.

We believe that collaboration is at the heart of evolving culture and belonging

- 1-2-1 mentoring and coaching
- Group facilitated workshops
- Assigned mentor/champion
- Peer-to-Peer & 180 feedback
- Coaching process change
- Support and guidance



Metrics – backed by data and benchmarking

Diagnostics and Consultancy

Our engagement services compliment and work with your existing Talent Acquisition, People and D&I teams to empower and support them to deliver your organisation's vision and values.

We believe that collaboration is at the heart of evolving culture and belonging

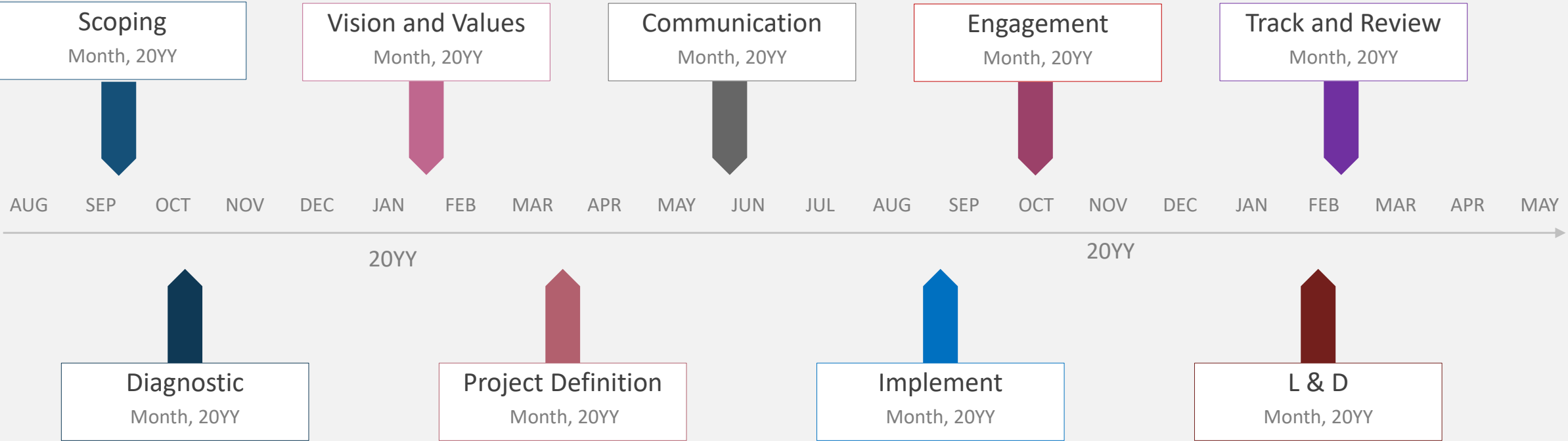
- Inclusion Diagnostics
- Policy and Process Reviews
- Establish Vision and Values
- Measure Employee Engagement
- Benchmark & Gap Analysis
- Executive Briefings
- Challenge Thinking



Planning – prepare to conquer bigger challenges

Typical Timeline

Your journey to conscious inclusion



A camel is lying on its side on a sandy, dusty ground. It is wearing a large, colorful saddle with a patterned blanket in shades of red, yellow, and white. The camel's head is turned towards the right, and it has a decorative headband with colorful feathers. A chain is attached to its halter. The background shows some sparse green bushes and a paved area with a yellow curb.

Saddle up for the journey and let's go...



One size doesn't fit all

Increased benefits of inclusion

Employee Engagement

Staff Retention and Wellbeing

Motivation and Productivity

WE ARE HERE TO HELP

We will meet with you either in person or
via a video chat to discuss how we can
engage with your organisation

Let's continue the conversation

CONTACT US

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