



*Inclusive informal leaders modeling a respectful workplace*

# Inclusivity Culture Champions™

Organizations today struggle to create more inclusive cultures that allow all people to contribute to their maximum potential. At Inclusivity, we have been assisting organizations to improve and change their cultures for almost three decades. We understand that it takes decades, and in some cases, centuries to create the cultures that currently exist. And, we know that it will likely take a dedicated effort, over the course of five to ten years, to create a culture of Inclusivity that will last for years to come.

Inclusivity Culture Champions are specially selected and trained to model and coach the inclusive behaviors you select—informally leading their co-workers at all levels and with all differences toward the culture that you know will produce the most effective results. Whether you want your team members to focus on innovation, collaboration, trust, high energy, or transformational conflict, the Champions are trained to lead the move toward your best culture.

Our training process is based on the most current research in the fields of psychology, leadership, organizational development, neuroscience, and team development. Our approaches are tested and proven, and can provide a strategic framework for a culture change effort that is sure to stick!

## The Benefits of Training

- Reinforces and sustains initial efforts in the Diversity and Inclusion areas
- Provides advanced tools and training for internal change agents to model, teach, and coach the skills needed to maintain a culture of inclusion, collaboration, open communication, trust, and any other values and behavioral norms you choose.
- Equips organizations with skilled individuals who support leaders in spreading culture change that sustains new behaviors.
- Offers modularized training designed to be fully integrated with your current systems and cultural initiatives



Transform Your Culture.  
CREATE INCLUSION.



# Inclusivity Culture Champions Training™

Organizational culture is created by the shared common values, group norms and behaviors, which unite an organization's employees. In order for a culture to change, a powerful person must decide that the old ways of behaving are not working and that new behaviors are needed in order to produce different results. For success, the leader must name the desired behavior (vision), act in new ways that they desire for others to adopt (communicate the vision), and provide the means through which others in the organization can model the behavior. Inclusion and collaboration are examples of shared foundational values that many leaders need to reinforce throughout their organizations.

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## PREPARATION AND TRAINING

Inclusivity Culture Champions Training is modularized and can be tailored to meet the needs of your organization. You identify the most meaningful metrics and we design the measurement tools (or utilize those you already have in place) to insure that the efforts are tracking as expected. This intervention is best implemented into organizations of 300-500 people, and can be simultaneously implemented into larger organizations. The training is implemented in three (3) five-day sessions and can be customized for the various levels of training required.

The Organization's senior leadership sponsors the Inclusivity Culture Champions. Typically, Inclusivity Culture Champions Sponsors including the senior leader attend an executive version of the first training week prior to launching the process, to gain insights to support the change agents.

An Inclusivity Culture Champion Process Manager implements and oversees the Inclusivity effort. This individual is carefully selected based on their demonstrated behavioral support of the cultural qualities of the future workplace environment. The Inclusivity Culture Champions are selected for informal leadership qualities and potential. They represent multiple functions, levels, ages, thinking styles, races, genders, sexual orientation, and other characteristics within the organization.



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