



A specially trained group of 15+ internal trainers who teach Inclusion Conversation models and practices to all supervisors within your organization

Inclusion Conversation™

According to the National Association of Colleges and Employers, the average cost per hire in 2012 was just over \$5,100, hire, and ranged between \$2,800 and \$11,300, depending on the size of the hiring organization's number of employees. When you multiply this number by the millions of new employees hired every year by organizations, it is easy to see how the investment of both time and dollars in new hires is significant.

It only makes sense then, that organizations would want to maximize the likelihood that new hires are able to quickly integrate into their new workplace, and that they become engaged, contributing team members as soon as possible. It is for this reason that Includity offers the Inclusion Conversation Process, as both a facilitated discussion and as a "train-the-trainer" program.

Inclusion Conversations were designed to help supervisors and new employees, as well as teams, to quickly and efficiently build trust, increase collaboration, and establish healthy communication patterns. The tools we use within the IC process are simple and easy to follow. The results are immediate and easy to see and measure.

Train the Trainer

Includity will assist you in selecting the right internal trainers, and then train up to 15 individuals at a time to lead a 4-6 hour workshop on how to self-facilitate Inclusion Conversations. Includity will provide your internal team with the preparation needed to effectively teach others the skills, tools, and models they will use in self-facilitating these conversations with their direct reports. Further, we will license you all of the materials you will need to implement Inclusion Conversations throughout your organization.

You will be amazed at how effective these conversations are in increasing engagement and improving relationship strength within your organization. We encourage you to ask participants to rate their level of trust, openness, and productivity prior to having the conversation, and then to rate these elements again three months following the conversation(s). We know you will be pleased with your decision to engage in these conversations as a culture-building experience within your work environment!



Transform Your Culture.
CREATE INCLUSION.



*Building trust,
communication, and
collaboration... one
relationship and one
team at a time!*

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Facilitated Discussion

When the new relationship involves very high level employees, people with significant differences, or the IC process is new to the organization, it is often best to allow trained professionals to facilitate these conversations. Inclusivity Facilitators have unique and specific skills that allow us to guarantee the success of the conversation, and the depth to which the conversation goes. Facilitators trained in counseling techniques, a variety of personality indicators, and dealing with difficult elements of individuality (such as race, gender, religion, and sexual orientation) insure that the conversations are meaningful and worthwhile.

Further, there are times when an outsider's perspective is desired, or when the organization feels that participants would be better served by someone outside of the company. In all of these cases, the Inclusivity team is trained and ready to provide the appropriate level of care.

Most Individual facilitated discussions last between 1-3 hours, depending on the number of differences or length of time the individuals have worked together. Team facilitated discussions typically last 4-8 hours, again depending on the size of the team and the scope of the individual's elements of individuality.



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