




EMPOWER

Foster Diversity, Inclusion and Belonging



GAIA Insights

Transforming Leaders



**»Diversity is having
a seat at the table.
Inclusion is having a voice.
And belonging is having
that voice be heard.«**

Liz Fosslein

Why Does Inclusive Leadership Matter?

In spite of Diversity & Inclusion (D&I) agendas, many organizations still struggle with Inclusive Leadership.

While traditional diversity and unconscious bias training may raise awareness, it fails to change personal behavior in a sustainable manner, so it doesn't necessarily create inclusive leaders or more inclusive work environments. Nor can it drive progress towards addressing inequities within organizations, or poor employee engagement or business results. Let alone creating a world where all human beings are able to live and thrive in a fair, equal and equitable world regardless of their labels.

In fact, the positive effects of most D&I training rarely last beyond a day or two, and a number of studies suggest that it can activate bias or spark a backlash.

It's time to truly understand our own biases and beliefs, and realize that D&I behaviors cannot be learned in a day. It's time to take off the mask.



**“Diversity will not stick without inclusion.
Inclusion will not stick without a sense of belonging.
Neither will stick without understanding who we truly are,
being who we are and being accepted and included for who we are.”**

LYNDESE OLIVER



What Is Inclusive Leadership?

It starts with ourselves. Humans have an innate need to be valued, respected, accepted and encouraged to participate fully in whatever community they belong to.

As companies have become more aware that the psychological needs of their employees don't end at the office door, they have started to expand their definitions of D&I to include belonging as well.

Inclusive Leaders:

- 🌀 Know their blind spots around their own unconscious bias, prejudice and stereotypes
- 🌀 Recognize and understand their own reaction and others' reactions towards various aspects of diversity
- 🌀 Have the language and courage to call out non-inclusive and unacceptable behavior
- 🌀 Help the business implement more inclusive practices, e.g. around talent retention and stakeholder engagement
- 🌀 Attract and work with a broader set of customers to tap into new market segments

Inclusive Leaders lead a diverse workforce and positively influence organizational culture. EMPOWER is here to show you how.

The Business Case

A recent Harvard Business School survey found that companies with more diversity on their teams made between 18% and 69% more in terms of net income and operating revenue.

McKinsey states the presence of bias in the workplace affects productivity, well-being and engagement. Companies with more gender and ethnic diversity among staff are more likely to have financial returns above national industry medians (15% for gender, 35% for ethnic diversity). US public companies with diverse executive boards have a 95% higher return on equity than companies with non-diverse leadership.

Shifting demographics, investor pressure and a growing recognition of the positive impact of Inclusive Leadership have increased the focus on diversity in the C-suite. Clearly, inclusion increases an organization's productivity, profit and performance.

Diversity is good for your bottom line. Period.

Sources:
<https://www.ozy.com/acumen/how-millennials-are-solving-the-workplace-diversity-problem/89414/>
<https://hbr.org/2016/11/why-diverse-teams-are-smarter>
<https://www.mckinsey.com/business-functions/organization/our-insights/is-there-a-payoff-from-top-team-diversity>

What Is EMPOWER?

EMPOWER by GAIA Insights is a leadership journey designed to foster genuinely Inclusive Leaders and workplaces.

The key is to make the unconscious conscious. We invite participants to look at their individual and systemic patterns and barriers. D&I is so much more than age, religion, gender, race or physical ability.

EMPOWER is designed for participants who are open-minded and have the courage to confront their own beliefs and biases. They should be willing to disassemble stereotypes and challenge themselves beyond their own norms and usual ways of thinking.

By leveraging the power of storytelling and vulnerability, this program will do more than just raise awareness – it will shift behaviors sustainably. And because Inclusive Leadership skills are only as good as their application in real life, a lot of this program happens while practicing new skills on-the-job.





“I wanted to empower others instead of doing it myself.
I learned that inclusive leadership gets
team buy-in as well as results.”

THIJS VAN DEN HEUVEL



Your Business Benefits

- Research shows that teams that operate in an inclusive culture outperform their peers by a staggering 80%
- Employees who believe their company supports diversity, report an 83% increase in their ability to innovate
- Employees whose companies help them feel included report a 42% increase in team collaboration
- 84% of respondents say that bias has a negative effect on their happiness, confidence and well-being
- 47% of Millennials consider diversity and inclusion of a workplace in their job search

Source:
<https://www2.deloitte.com/us/en/pages/about-deloitte/articles/press-releases/new-deloitte-survey-finds-organizations-inclusion-efforts-may-not-be-addressing-one-of-the-biggest-barriers.html>

Talent chooses your business.
Or your competition.



Testimonials

Our programs deliver tangible business results. Don't just take our word for it.
Here is what our clients and participants say:

»An 'Aha' moment for me in this experience is that there really is no way to separate and compartmentalize parts of me. I now understand giving myself permission to show all of me is required in order to lead. It's time to remove the mask.«

FEMALE PARTICIPANT, GLOBAL HEAD OPERATIONS QUALITY ASSURANCE, USA

»Ensuring that employees feel a sense of belonging towards their company is not only the right thing to do. It also engages the workforce to make better decisions and impact results.«

CLIENT, GLOBAL TALENT & DEVELOPMENT, NETHERLANDS



“Genuinely inclusive leaders can be truly present with the discomfort about issues many people avoid because they are just ‘too difficult’. They are willing to have the open conversations and create a safe space for everyone at work.”

JUSTINE BENSON, GAIA Insights



How Does EMPOWER Unfold?

EMPOWER challenges perceptions and connects the dots between diversity, Inclusive Leadership, employee engagement and better business results. Our expert facilitators cover the practical angles of unconscious bias, allyship and organizational processes while also touching on corporate DNA and genuine belonging – all strictly applied to leadership.

Learn

Foster conversations about race, religion, gender, disability, sexuality and other D&I aspects. Build psychological safety and trust by creating an environment in which all humans are equal, but definitely not the same.

Unlearn

Uncover bias and stereotypes, and decode power and privilege. Practice acceptance and integrate new beliefs, behaviors, ways of working and value systems to be more inclusive.

Act

Embrace individuality, practice allyship, and recognize how our differences can engage and unite people to make better decisions, positively impact results and shift the current business paradigm for the better.


How Is EMPOWER Structured?

EMPOWER can be delivered via a choice of formats and durations to suit your personal and/or organizational needs and preferences. The length and depth of the blended approach detailed below is designed to last for 12 months. However, this is flexible and we can customize an EMPOWER program or sections of its content to your requirements and budget.

Depending on the chosen design, the rich content is delivered in micro-learning steps through a blended approach that combines:

- Personalized development through mentoring, on-the-job practice, reflection and journaling
- Social learning through group engagement, peer coaching and learning buddies
- Virtual learning using webinars, podcasts and further curated content
- Immersive live modules, virtually and/or face-to-face (if and when possible)
- Measurable learning progress via a customizable impact assessment
- Optional: Individual coaching





»Our ability to reach unity in diversity
will be the beauty and the test
of our civilization.«

Mahatma Gandhi

How Can EMPOWER Be Customized?

Do you sense a need for EMPOWER in your organization?

Get in touch with GAIA Insights so we can co-create a unique, tailored solution for you.

Together with professionally qualified experts in our partner network, we will navigate a diverse canvas of content options with you, help you select what is most applicable to your business, and turn those design elements into a personalized learning journey, applying our trademark craft of holistic program orchestration.

EMPOWER is for you if...

- You want to do more than just raise awareness - you want to change behaviors
- You already implemented D&I initiatives, but you are still struggling to see the impact and change mindsets at a deeper level
- Your stakeholders are putting pressure on you to act and you are looking for an integrated end-to-end solution

Our team will be happy to explore the different options with you.



Does This Resonate With You?

Contact Justine Benson or James Salter to find out how your organization can benefit from choosing to partner with **GAIA Insights**. We look forward to talking to you.

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About GAIA Insights

GAIA Insights is a virtual boutique firm providing customized leadership development solutions that participants describe as “life-changing”. Since 2012, we have designed and delivered premium programs around the world that are highly personalized, for sustained results. Together with carefully selected experts from our global network we develop authentic, inclusive and courageous leaders who lead from within.

www.gaia-insights.com



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