



**DIVERSITY, EQUITY
AND INCLUSION
WORKPLACE
SOLUTIONS**

Targeted Action. Clear Results.

Developing Leaders. Empowering People. Building A Culture of Understanding.

At FocusWorks Consulting Group, your success is our focus. We specialize in developing people and organizations through strategically targeted and customizable training programs, seminars and interactive workshops designed to break down barriers and build a powerful culture of understanding.

Our training fosters genuine collaboration that transforms workplaces in positive, productive ways – transcending conflict, embracing diversity and improving the way people communicate, strategize and serve one another.

Successful outcomes are a result of our three-pronged process:



Focused Discovery

We conduct an extensive needs analysis to identify challenges and opportunities unique to your business and develop tailored solutions focused on your needs.

Interpersonal Skillbuilding

Our programs center on developing critical interpersonal skills that drive behaviors aligned to the bottom line. We teach proven, workable techniques through rich real-work examples and application opportunities.

Comprehensive Follow-up

We partner with business leaders to drive application and implementation of content to the business setting through coaching and in-depth follow-up.



Diversity, Equity & Inclusion: **Workplace Solutions**

Our Workplace Solutions provides knowledge, skills and tools that enable productive dialogue, encourage deliberate and intentional inclusion and assists individuals and organizations to make **real change**.

We offer three Diversity, Equity & Inclusion solutions that can be tailored to meet your unique DEI objectives.

Solution 1	<u>DIVERSITY, EQUITY & INCLUSION FUNDAMENTALS WORKSHOP</u>
Target Audience: Individual Contributors and Leadership	Open the channels of dialogue in your organization with foundational DEI development that will raise awareness and introduce your team to basic DEI concepts, understand key terminology, recognize the value of building an inclusive culture, and learn strategies to overcome biases and respect .

Solution 2	<u>THE PLEDGE FOR PROGRESS</u>
Target Audience: Middle Management, Senior Leadership	This multi-faceted discovery and development experience incorporates: <ul style="list-style-type: none">• Customized data analysis to uncover DEI opportunities specific to your organization.• A robust multi-series development program that builds inclusive leadership capabilities and educates leaders on DEI as a business imperative.• Guided development of a focused strategic action plan aligned with real change.

Solution 3	<u>THE PLEDGE IN ACTION</u>
Target Audience Senior Leadership	A trusted guide for your company's DEI journey. Partner closely with our team of experts to implement your organizational objectives and achieve successful DEI outcomes. We help actualize your DEI strategy by partnering with you to: <ul style="list-style-type: none">• Develop a strong marketing and communications strategy to obtain buy-in and keep your DEI strategy in focus.• Integrate DEI concepts, tools and understanding into your workforce through continued training.• Partner with key institutions to diversify your external talent pool.• Build accountability through guided measurements, metrics and follow-up.



SOLUTION 1: DIVERSITY, EQUITY & INCLUSION FUNDAMENTALS

The Diversity, Equity & Inclusion Fundamentals workshop provides an essential understanding of diversity, equity and inclusion that supports an effective strategic diversity management process.

This workshop emphasizes an exploration of key terminology, workforce, marketplace, and workplace trends impacting the ongoing success of an organization and their inclusion goals.

Through rich interactions, engaging dialogue and targeted interpersonal skills development, participants will learn to manage differences and create an environment of inclusion that produces strong, innovative teams and leads to bottom-line business results.

Topics covered in this module include:

1. Key DEI Terminology	2. Dimensions of Diversity	3. Unconscious Bias
Build awareness around key Diversity, Equity and Inclusion concepts (i.e.. microaggressions, implicit bias, equity , inclusion, privilege and institutional inequality)	Examine the Four Dimensions of Diversity and define your personal identity based on how you relate to each dimension.	Discover the neuroscience behind unconscious bias, discuss workplace examples and statistics that demonstrate its impact and be challenged to unpack personal biases through guided discovery and rich dialogue.
4. Strategies to Overcome Bias	5. A Culture of Inclusion	6. Personal Development Plan
Practice strategies and techniques to respond to bias, overcome challenges and talk openly and authentically about diversity, equity and inclusion.	Discover behaviors and practices that build a culture of inclusion and respect and assess your personal Diversity Change Agent capacity.	Craft a personal DEI development plan to help accelerate your ability to nurture an inclusive workplace



SOLUTION 2: THE PLEDGE FOR PROGRESS

The Pledge for Progress is a multi-faceted discovery and development experience.

Trained FocusWorks consultants conduct a thorough DEI data analysis and discovery to help you determine areas of high-impact opportunity.

Following the discovery, leaders are immersed in a robust development experience that builds on to DEI fundamentals, incorporating critical Inclusive Leadership capabilities and understanding DEI as a business imperative and competitive advantage. The learning experience culminates with guided development of a focused DEI strategic plan, unique to your organization.

1 ASSESS: Where am I now?

We conduct thorough data collection to assess the current state of your organization based on the following information:

- Focus Works Cultural Assessment
- Employee Engagement Survey results
- HR Reports (demographics, recruiting, leadership and retention/attrition)



2 CLARIFY: What should be different?

We help you to craft meaningful objectives validated by the narratives told from the data collected and the mission, vision and values of your organization.

3 SKILL: What capabilities enable success?

We address knowledge gaps and build capabilities that will empower leaders and enable integration of successful DEI practices through a multi-series development program focusing on these key areas:

- Module 1: Diversity, Equity and Inclusion Fundamentals
- Module 2: Inclusive Leadership
- Module 3: Inclusion as a Business Imperative

4 FOCUS: What is the strategy?

We guide you through a strategic planning process to develop a focused action plan that demonstrates your company's commitment to meaningful DEI advances and actualize bottom-line results:

- Module 4: Creating the Plan for Progress





SOLUTION 3: THE PLEDGE IN ACTION

Developing Leaders. Empowering People. Building A Culture of Understanding.

Our DEI experts are available to support your organization in becoming more diverse, equitable and inclusive. We partner closely with business leaders to:

- Develop and implement strategic DEI plans.
- Review, revamp and implement organizational messaging.
- Implement workshops and trainings across the organization.
- Measure progress throughout the engagement.

We help you bring together essential DEI initiatives to create a cohesive, integrated strategy and leverage data to achieve innovative, successful outcomes.

“We want to help companies make **real change through a **deliberate and intentional** approach to Diversity, Equity & Inclusion as it relates to **where they are, right now.**”**

—Roberta Scott Pettis, Focus Works Founder and CEO

