



THE DIVERSITY  
PRACTICE

Maximising difference for leadership impact

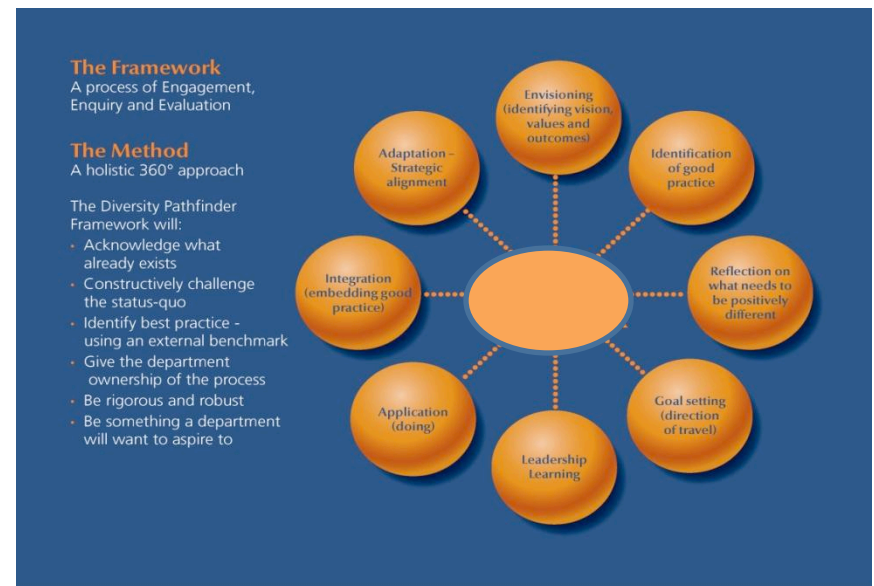
# The Diversity Practice

- The 21<sup>st</sup> century organisation demands leadership that strikes the proper balance between organizational culture, vision, leadership and diversity. ***The Diversity Practice*** exists to support organizations along this complex journey.
- Specialising in diversity and inclusion, organisational development, and leadership interventions that create high performing inclusive organisations, the Diversity Practice consistently influences its clients' thinking, understanding and application of the critical link between ***strategy, diversity and the bottom-line***.
- With a UK and EMEA footprint, plus a strategic partner in the US, the Diversity Practice has developed a global capacity to address the growing diversity needs of its client base. Developing bespoke solutions we look at the complete picture, considering the ***marketplace*** in which organisations operate; organisational ***workplace*** imperatives; and ***workforce*** factors such as individual skills and development needs.
- Our unique consultancy interventions focus on what needs to be done to translate strategy and rhetoric into deliverable action and sustainable outcomes.

The **Diversity Pathfinder** is an inventive and highly participative process that enables organisations to practically engage, embed and mainstream equality, diversity and inclusion at a departmental level.

Key components include acknowledging what already exists, constructively challenging the status quo, identifying and integrating good practice, getting the department to take ownership, and dissemination through viral change.

The outcome is a more inclusive and high performing team and unit.

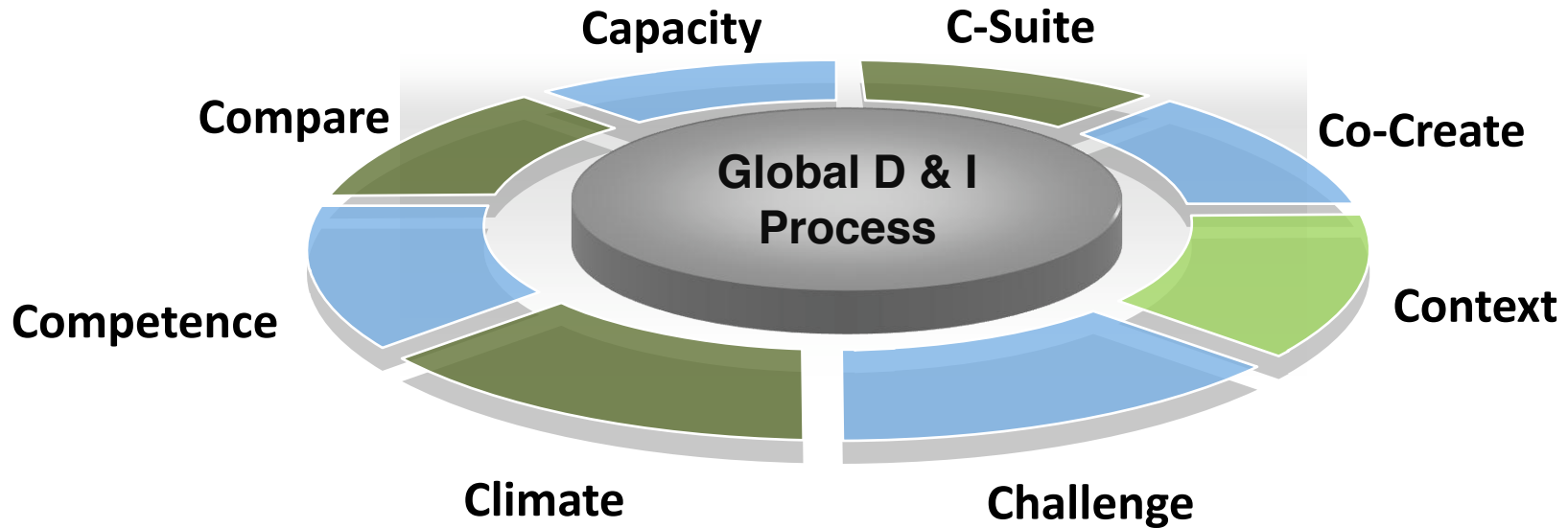


# Reframing Global Diversity

*Workforce: Workplace: Marketplace*

The **Global Diversity and Inclusion Process (GDIP)** is an **8 Stage approach** that the Diversity Practice has designed to support our clients in crafting and implementing **global diversity strategies** that are locally relevant whilst retaining critical linkages with the overall corporate D&I strategy.

Delivering and implementing a 'fit-for –purpose' global D&I strategy demands a robust, yet agile framework and that's exactly what we have created.



# Different Leaders Development Programme

- The **Different Leaders Development Programme** is targeted at emerging minority leaders at the early stages of their careers i.e. either junior or middle management level.
- The **overall aim** of the programme is to:-
  - *Advance the leadership and career development of these emerging leaders and to improve their recruitment, retention and progression rates.*

By the end of the programme the **Different Leaders** will:

- be better equipped with the specific skills required to leverage their difference to create results through inspiring others;
- display more confidence and skill in optimising their unique characteristics and leadership styles – including the added value that multiple identities, bicultural competence and cultural capital brings to the workplace;
- have developed the emotional intelligence and leadership skills required to excel as a minority in a majority culture;
- and will have enhanced their ability to effectively execute the critical thinking and leadership skills required to deliver business results.



# Different Leaders Executive Development

- The **Different Leaders Executive Development** Programme
  - Targeted at leaders at the mid-point of their careers who are at middle to senior management levels and builds on the Different Leaders Development Programme
- The **overall aim** of the programme is to
  - Advance the leadership and career development of these executive leaders and to improve their retention and progression rates.

Critically, through this programme the **Executive Different Leaders** will:

- have explored how to optimize their unique characteristics as Different leaders and the competencies, skills and behaviours available to an effective Different Leader at a Executive Leadership level within their organisation;
- furthered their understanding of their personal image and the link to their leadership signature and style;
- developed tools to identify, surface and resolve any diversity related issues holding the team back from peak performance, and explored strategies for changing perceptions and overcoming obstacles;
- explored processes and approaches for creating and implementing strategic and transformational change.



# Different Leaders Essentials for Success

- **The Different Leaders Essentials for Leadership Success** is a fast paced, engaging and interactive 2-day course supported by 3 coaching sessions.
- It is full of ideas and practical tools to assist individuals in activating and implementing their leadership style and approach. It places participants' diversity as a distinctive strength at the core of their leadership development.
- The workshop introduces participants to alternative ways of looking at and developing their leadership style and approach as minorities working in a majority work environment

In a stimulating high energy learning environment participants will learn how to:

- Leverage diversity as a distinctive leadership strength;
- Effectively harness Presence, Passion and Power for leadership impact
- Successfully activate leadership style as an authentic values driven leader
- Get to grips with how to lead the majority and deliver bottom line results
- Play to their strengths and align them with what gets promoted
- Understand how to skilfully navigate through their organisation as a Different Leader
- Start to understand their iBrand.

# Factor 8 – Different Leaders Assessment Tool

The Factor 8™ Different Leaders Assessment Tool allows an individual to take stock of the extent to which he or she demonstrates the different behaviours associated with performance as a “**Different Leader**” in a multicultural or global context. It can also be used by a manager or colleagues to provide feedback on a member of staff.

The questionnaire should take between 15 and 20 minutes to complete.

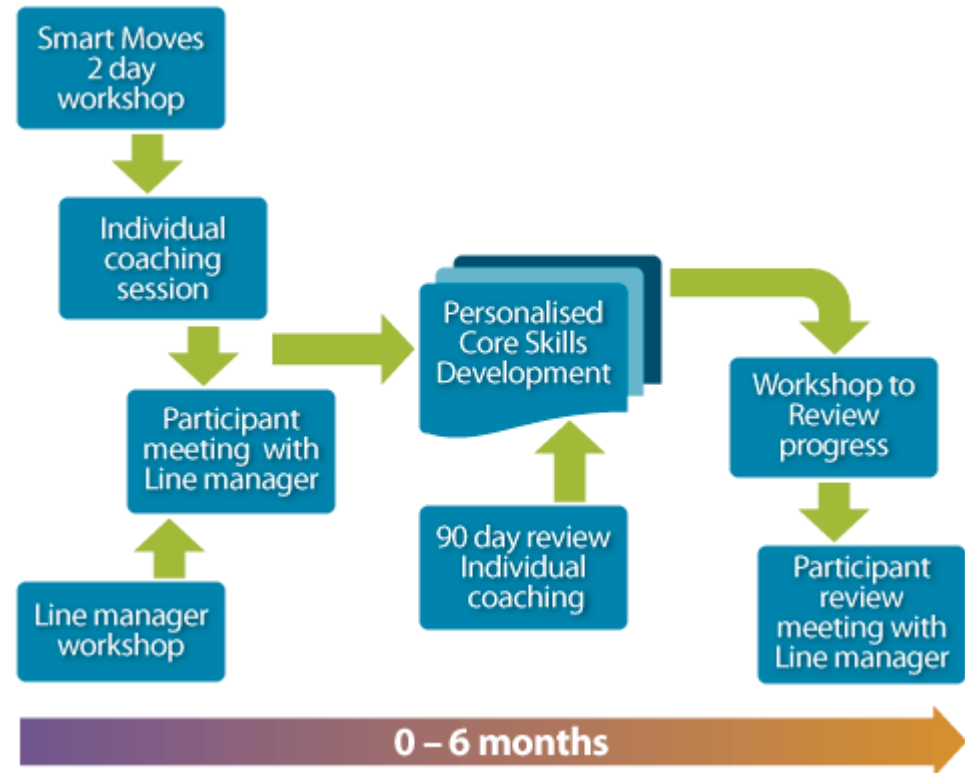
On completion of the questionnaire a report is generated which describes the extent to which the individual displays each of the eight Factors, and this is accompanied by a detailed description of each Factor plus strategies for further developing competency as a Different Leader.



# Smart Moves Career Development

**The Smart Moves**© career development course is a highly effective, interactive modular programme designed to act as a catalyst for the career development of participants.

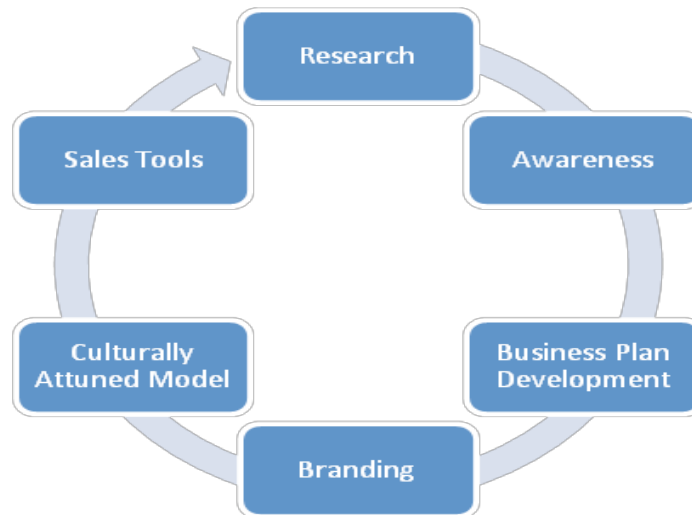
Suitable for junior to middle level executives wishing to assess and take stock of their career progress to date, and to further develop their interpersonal skills in preparation for their next career move or job opportunity.



# Marketplace Diversity

**The "Ivy" model for Marketplace Diversity** is a proven approach to realize incremental revenue growth from diverse markets and customers. Historically marketplace diversity has primarily focused on advertising and public relations. Most resources were invested in identifying ethnic media outlets that crafted messages that would resonate with that target audience.

Our six-step process is built on our belief that a new approach and a very different go-to-market strategy must be developed to create a solution that can achieve breakthrough marketplace diversity results.



Our approach has the benefit of being a data driven approach to facilitate decision making; integrating client facing approaches (advertising/marketing) and internal systems (distribution, sales, product development, and operations; and creates incremental revenue streams.

# Breaking Barriers, Creating Inclusion

Our ***Breaking Barriers, Creating Inclusion*** action learning programmes are designed to offer strategic support to leaders and managers at all levels in the development of their leadership reach and capability.

Outcomes include development of a shared vision, increased mutual respect and trust, collaborative partnership skills, practical action and results, all of which are important enablers of organisational success.

