



The Power of Inclusion

*"A little bit of the right kind of change can have a huge impact in terms of results."
Robert "Dusty" Staub*

Diversity and Inclusion initiatives are being mandated by many larger organizations. Smaller companies as well as not-for-profits are also recognizing the importance of addressing issues of inequity. It turns out this is good for morale and good for business too—a classic example of emotional intelligence (EQ) and business savvy (IQ) working together.

At EQIQ, our approach to this topic focuses on the **Power of Inclusion**. It is not enough to hire for diversity if the organizational culture and structure does not create an authentic environment of welcome and inclusion. It is only when this is successful that one can expect the fullest engagement of all team members. In turn, this maximum engagement helps promote creativity, enthusiasm, dedication, and successful navigation through conflict and unexpected storms. It also ensures that your customers/clients see themselves represented and valued by your organization, and of course that is good for business too!

We customize our Power of Inclusion and other Diversity and Equity offerings for our clients. In this we are thought partners with you, and also help you see your initiatives through to the fullest extent.

EQIQ also offers an open-seating, live, online Power of Inclusion training (3 hours).

Content covered includes:

- Three Core Messages: The Basis for all Inclusion Initiatives
- Diversity, Inclusion and Engagement: Definitions and Business Case
- Increasing Self-Awareness: Unconscious Bias, Stereotype Threat, Rank and Micro-inequities
- Tools to build Inclusion

The program includes awareness exercises, small group sharing, and Q & A opportunities.

Have more questions?

We welcome you to contact us: 336-866-EQIQ (3747)