Inclusion & Belonging

Create an Environment Where Employees Can Thrive

Learn to communicate inclusively and build connection so others feel valued and heard.

Research shows that if organizations create a culture of inclusion, they are higher performing and more innovative, and carry higher levels of employee engagement. Additionally, organizations thrive when a deeper sense of belonging is present and employees are confident that who they are will never be a barrier to their success. Building this type of environment requires a commitment to the value proposition for inclusion and belonging across all employee and leadership level.

The Experience

Inclusion & Belonging helps participants understand the value of an inclusive environment and cultivate it wherever they sit within the organization. Participants begin by level-setting on language. They spend time understanding the terms and identifying the value of inclusion for themselves, their team, and the organization. Our approach affirms each person's starting point, so whether they are experienced in inclusion work or new to the conversation, they will identify a path for growth. We achieve that growth or behavior change through highly interactive activities, participant-led conversations that address challenges, and strategies for immediate and future strategy application.

GPStrategies®
Your workforce transformation partner™

Program Objectives:

- Understand the value and concept of an inclusive mindset.
- Evaluate current inclusive capabilities at the individual and team levels.
- Increase inclusive habits through use of the **CARE** (Curious, Authentic, Responsible, and Expand understanding) model, psychological safety, and other tools.
- Define, discuss, and apply learning around belonging.
- Create an inclusion and belonging action plan.

Prework:

Learners are introduced to the **CARE** model and the concept of psychological safety with reflection questions for each. These areas are referenced within the session during a deeper, small group discussion with associated learning application and action planning.

Postwork:

A post-session enablement toolkit, including checklists, conversation planning, and tool and model practice, provides opportunities to implement learning and action planning beyond the session.

Duration | This is a 3-hour virtual course.

Target Audience | Individual contributors to senior leaders.

Class Size | This course is designed for up to 20 participants.

To create an inclusive culture, offer your employees the **opportunity to promote conversations** that can be **difficult to have**.

For more information about **Inclusion & Belonging**, please visit **www.gpstrategies.com**.

GPStrategies®

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