



... 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.



Program Objectives:

- Define and determine the value of inclusion and belonging.
- Understand the obstacle to inclusion and belonging.
- Apply the 3Cs and the **CARE** (Curious, Aware, Relational, and Empathetic) model and psychological safety to the work of inclusion and belonging.
- Establish an action plan to further inclusion and belonging at the individual, team, and organizational levels.

Pework:

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.

Duration | This course is available in a 3-hour virtual agenda.

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.



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