



Diversity, Equity, & Inclusion (DEI):

Building Bridges, Breaking Barriers



Did you know?

- ▶ Companies with diverse executive teams are 25% more likely to **generate higher profits** ([McKinsey & Co., 2020](#))
- ▶ Diverse firms are 70% more likely to **capture a new market** ([HBR, 2013](#))
- ▶ Firms with more diverse management reported **higher innovation-driven revenue** ([BCG, 2018](#))
- ▶ Creating inclusive workplaces leads to **employee engagement of 101%** ([Deloitte, 2013](#))
- ▶ Diverse firms are 73.2% more likely to **attract top talent** ([McKinsey & Co., 2017](#))



Diversity

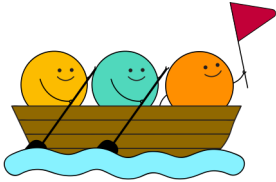
Diversity is a significant driver of business performance



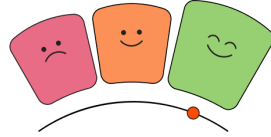
Inclusive mindsets

Inclusive mindsets are the first step towards hiring & leveraging diversity

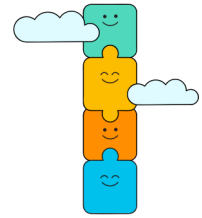
Six reasons why companies should invest in a DEI Program



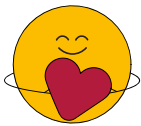
Encourage employee retention



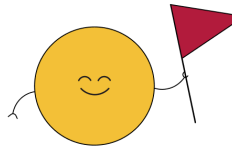
Empower people to reach their full potential



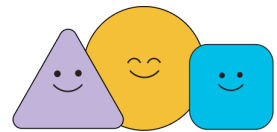
Leverage the power of diverse perspectives and enhance innovation



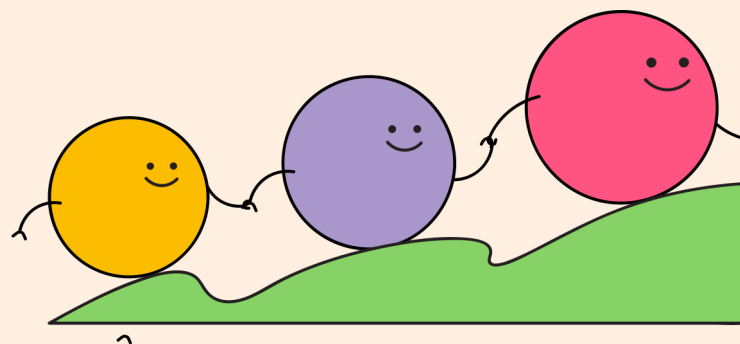
Create a culture of trust



Build a reputation that attracts talent & customers



Learn more about social differences, diversity, equity & inclusion



What programs do we offer within The DEI Space?

Building a Culture of Inclusivity



Ignite Change
to guide others

Leadership builds a DEI vision & values, & learns to lead the change



Align & Empower
to strengthen culture

DEI vision & values are cascaded to org & teams understand their own biases



Encourage Perspective
to make voices heard

Managers are enabled to build a culture of inclusivity in teams at the ground level



Nurture Ties
to create cohesion

Managers master cultural sensitivity in global team settings



Build Allyship
to strengthen inclusion

Enable men to become more effective allies through sensitisation and awareness of biases

Building a Diverse Leadership Team



Carve the Path
to ensure equal opportunities

Managers enhance awareness of biases in the performance management process



Enable the Rise
for women leaders

Empower women with tools and skills needed to break barriers

Ignite Change

Do you want to establish a culture of DEI or take initiatives around it but don't know where to start?

Begin by hearing from an expert, building a vision for DEI, and leading the change across your organization.



Audience
Leadership



Duration:
One Month



Delivery Format:
Hybrid

- Kick starting the journey (virtual session)
- Understanding DEI challenges (virtual connects)

- Leading Change full-day in-person OR two half-day virtual workshops to narrow down on actionable steps to take to implement the vision

- Masterclass on DEI best practices by Smita Tharoor
- Lego Serious Play full-day in-person workshop to build the DEI vision

**Journey is customisable based on needs and preferences*

Align & Empower

Do you need to get the entire organisation aligned to the vision and values and get them to speak the language of DEI?

Help every organisation member to understand the importance of DEI, align with the DEI vision & values, and cultivate awareness of their own biases and how to beat them at scale and in a fun and engaging way.



Audience
Full Organisation



Duration:
Self-Paced



Delivery Format:
Completely Virtual &
Gamified (app-based)

- Kick starting the journey (internal leadership connect)
- Onboarding onto Joyflar app

- Option of one of two self-paced gamified challenges (run asynchronously over a week).
- Leaderboards shared with client for internal recognitions.

- Gamified self-paced culture cascade. Completely customised and co-created with leaders to ensure the right DEI vision & values are cascaded to every team member.

**Journey is customisable based on needs and preferences*

Encourage Perspective

Do you need to equip managers on building inclusivity in their teams at a ground level?

Help managers understand the importance of DEI, cultivate awareness of their own biases & microaggressions and how to beat them, and implement strategies for inclusivity in their teams, including creating a psychologically safe environment.



Audience
Managers



Duration:
One Month



Delivery Format:
Hybrid OR
Completely Virtual

- Kick starting the journey (virtual session)
- Self-paced course to understand the basics of inclusivity OR simulation on unconscious bias

- LMS-based workplace application activities to implement actionables
- Group reflection (virtual session) to consolidate learnings & troubleshoot application-related challenges.

- Building a Culture of Inclusivity full-day in-person OR two half-day virtual workshops to understanding effects of biases & microaggressions, how to beat them, and how to build an inclusive team culture.

**Journey is customisable based on needs and preferences*

Nurture Ties

Do you want to equip your managers with the cross-cultural competence needed to navigate global teams effectively and respectfully?

Help managers understand the importance of cross-cultural competence and its relevance in management, team cohesion, & productivity, and empower them with the interpersonal nuances needed to interact with team members of various cultures.



Audience
Managers of
Global Teams



Duration:
One Month



Delivery Format:
Virtual

- Self-paced course on building an inclusive mindset to gain a foundation about the importance of inclusion & awareness of biases.

- Follow-up reinforcement + practice activities on LMS (self-paced)

- Virtual half-day session on understanding cultural manifestations in the workplace and building cross-cultural competence.

**Journey is customisable based on needs and preferences*

Carve the Path

Do you want to de-bias your performance management system to ensure evaluation criteria are fair & inclusive?

Help your managers become more aware of biases within performance management contexts and ensure they are taking steps to review and evaluate everyone equally.



Audience
Managers



Duration:
One Month



Delivery Format:
Hybrid

- Kick starting the journey (virtual session)
- Understanding internal challenges (virtual sessions)

- Half-day session on data-based decision making and understanding proficiency-indicators for bias-free ratings and evaluations
- Pocket insights for better retention

- Facilitator-led simulation session on unconscious bias with individual reports on personal biases for awareness
- Half-day session on understanding biases in performance management context.

**Journey is customisable based on needs and preferences*

Enable the Rise

Do you want to establish a foundation for your women high-potentials to become the leaders of tomorrow?

Help women from various bands develop their personal brand, executive presence, negotiation skills, and leadership skills to equip them towards becoming confident and self-assured leaders.



Audience
Women



Duration:
Four-Five Months



Delivery Format:
Hybrid

*Supplement with internal mentorship

- Kick starting the journey (virtual session)
- Session 1 on personal branding and work-life balance

- Session 4 on networking
- Session 5 on giving feedback and managing teams
- Follow-up reinforcement + practice activities on LMS (self-paced)
- Masterclass by Meera Remani

- Session 2 on not underestimating capabilities and executive presence
- Session 3 on having tough conversations, influence, & persuasion skills

**Journey is customisable based on needs and preferences*

**Sessions are recommended to be in-person full day workshops*

Build Allyship

Do you want to encourage people in the organisation to build allyship with women and others?

Enable people to cultivate an allyship with women and others by busting taboos and creating awareness around biases.



Audience
Full organisation



Duration:
One Week



Delivery Format:
Hybrid

- Masterclass on breaking taboos and creating sensitivity around genders, classes, castes, and sexualities

- Gamified challenge series for practicing ally behaviours

- Gamified self-paced module on becoming aware of biases

**Journey is customisable based on needs and preferences*



To know more about us, drop in at
www.focusu.com