



Creating a Workplace for Everyone

A Culture of Courageous Inclusion Creates:

Improved employee
belonging and engagement

Increased team effectiveness
and creativity

Better attraction and
retention of top talent

Improved organizational
health and vitality

SOLUTION OVERVIEW

Courageous Inclusion™

A framework for creating a more inclusive environment

Creating a diverse and inclusive workforce can foster higher employee engagement, increase creativity, and attract new talent, customers, and investors. But many organizations that have decided to make progress in their DEI efforts face unexpected challenges.

These efforts often increase awareness for diversity and inclusion issues and build empathy among those in privilege, but they don't yield measurable improvements. Even people who are more aware of DEI gaps and their own unconscious biases struggle to make visible progress in creating more diverse and inclusive environments.

Blanchard understands how important it is to provide your people with a way to confidently and safely speak out and raise DEI issues to create a fairer and more inclusive workplace. We know that building awareness and getting people familiar with DEI terminology isn't enough to effect lasting change.

That's why we created Courageous Inclusion™ based on diversity and inclusion expert Jennifer Brown's proven developmental continuum. Courageous Inclusion teaches people a mindset that promotes diversity and inclusion as well as a process to become more knowledgeable and active proponents of inclusion in their workplace.

This road-map approach is what makes Courageous Inclusion uniquely powerful for increasing inclusivity in your culture and creating a workplace where everyone feels they belong.

Courageous Inclusion™ Model



Who Should Attend?

Anyone who wants to become more knowledgeable and active proponents of inclusion in their workplace

Individuals, teams, managers, executive leaders

A PROVEN PATH TO DEVELOP COURAGEOUS INCLUSION

Courageous Inclusion is a diversity, equity, and inclusion offering designed to help individuals and leaders create a more inclusive workplace. The workshop can be delivered to an intact team who's working on a specific initiative or in an open-enrollment format to teach them a mindset that promotes diversity and inclusion and teaches them a process to become more knowledgeable and active proponents of inclusion in their workplace.

Implement Courageous Inclusion in your organization as **two 3-hour virtual sessions**. This design includes compelling visuals and materials, engaging videos, and proven learning activities.

Courageous Inclusion moves learners beyond awareness and motivation, and helps participants figure out where they are with regards to DEI issues and what they must do to become a more active and engaged force for inclusion. We started with the remarkable developmental continuum of Jennifer Brown, author of *How to Be an Inclusive Leader* and founder and CEO of Jennifer Brown Consulting, a certified woman- and LGBT-owned global diversity and inclusion consulting firm. Combining that with Blanchard's decades of work teaching millions of leaders how to grow and change using a development continuum, we are uniquely positioned to help organizations advance toward a more inclusive ideal.

Many organizations are looking to improve the diversity, equity, inclusion, and belonging initiatives across their workforce. Courageous Inclusion is aimed at any organization that wants to create more inclusion and belonging in their culture.

Ready to Get Started?

Here's our five-step plan to creating a more inclusive workplace:

1. Examine your history and company culture to understand systemic issues and biases
2. Identify inclusion issues and desired outcomes
3. Develop your leaders' awareness and empathy
4. Plan with high involvement and execute with excellence
5. Evaluate progress and adjust plan as needed

Contact davita@Da-Ni-Co.com or
Call 301.848.0305 to Get Started

