

CULTURE ADD RACE & INCLUSIVITY PROGRAMME

CULTURE ADD is a suite of programmes that explore how organisations can intentionally design their cultures to be more inclusive.

Exploring what makes the workspace psychologically safe while at the same time being efficient and productive. This includes the language we use, the conversations we have and the general narrative of what the company stands for, values and believes in.

CULTURE ADD is developed alongside existing and/or future strategic talent management plans. It can be delivered through Town Halls, workshops, coaching and consultation or a combination of these.

RACE AND INCLUSIVITY PROGRAMME

This programme gets organisations to develop, or build on, open and honest cultures and conversations about race and ethnicity. Our approach to this programme is as follows

Define

We send out a four part survey about race at work that staff respond to anonymously. This helps us to understand the culture from their perspective

Design

We design and develop interactive and informative workshop(s) based on the survey results and consultation

Deliver

We deliver workshops based on the following framework

Love - create a psychologically safe space for discussion

Language - explore the language used around race and ethnicity

Listening - look into active listening and questioning

Leverage - explore how learnings can be leveraged into a strategic action plan

Debrief

A follow up report and call to review the outcomes and learnings to determine next steps

THE FACILITATOR

David McQueen is a seasoned executive coach, international speaker, trainer and facilitator. A raconteur, humourist and huge lover of research and data he delivers his content to his clients with a unique style that is remembered long after the events. Not afraid to tackle the tough subjects, but also adept enough to manage sensitive subjects in a professional manner.

Through his work David has helped to design and deliver a number of executive retreats, workshops, staff away days and critical boardroom events for organisations across all sectors. David has a knack for engaging audiences, simplifying complex concepts and building confidence in others.

Using a combination of research, humour and facilitation models, David takes his clients on a journey that challenges them but ultimately helps them to communicate better and work towards outcomes including:

- Communication Development
- Strategic Narratives
- Strategy Development
- Performance Improvement
- Change Management

CLIENTS: Facebook, Mercedes Benz, Deliveroo, EY Foundation, JP Morgan, Bloomberg

