

# Inclusive Culture: Improve performance and lower employee turnover with more inclusive teams

Diversity is important. But knowing how to manage diversity and establish a climate of inclusion is more important.

Research has shown organizations with inclusive climates have employees that tend to contribute more, stay longer and make better decisions. They are also more likely to be engaged, innovative, motivated and collaborative—resulting in superior job performance and a more harmonious work environment.

## **INCLUSIVE CLIMATES FACILITATE THE BENEFITS OF DIVERSITY**

Diversity is the most critical building block of an inclusive climate. True workplace diversity goes beyond race and gender to include age, religion, political affiliation, personality, education and more—encompassing all the ways that make people different.

However, simply having a diverse workforce isn't enough. There is an ongoing process required to integrate, manage and nurture employees in a way that facilitates the benefits of diversity. And this process is known as inclusion.

Inclusive climates don't happen overnight. That's the bad news. The good news is that a climate of inclusion can be created through what your leaders are already saying and doing on a daily basis.

Inclusive leadership focuses on creating a climate where differences are valued and appreciated, contrasting opinions are encouraged and employees have a sense of both uniqueness and belongingness.

Inclusion is a matter of perception, and perceptions of inclusion are built during individual moments at work between employees and leaders. How leaders behave in these flashes of interaction establish, reinforce or change your climate.

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## ENGINEERING AN INCLUSIVE CLIMATE

At CultureFactors, our goal is to drive the behaviors that establish a climate of inclusion. While most inclusion assessments focus solely on surface issues, we take it one step further.

Our inclusive climate assessment not only uncovers your employees' perceptions of inclusion, but it also identifies barriers to creating an inclusive climate at your organization—allowing us to help you establish an action plan to overcome them.

We know leadership plays an important role in inclusion. As such, we also assess your leadership's ability to empower and sustain an inclusive climate within your organization.

### SOLUTION VERSIONS

#### TEAM ASSESSMENT

- Focuses on interactions within the workgroup

#### LEADER DEVELOPMENT

- Available as an Upward Feedback or 360
- Behavior based

#### ORGANIZATIONAL ASSESSMENT

- Provides workforce metrics on competencies that drive feelings of Inclusion



#### Organizational discovery and customization

Our performance model focuses on understanding the tactical objectives of your organization as well as its future strategic needs. We then use those inputs to create realistic simulations of what inclusion looks like for your employees in their work environment.



#### Assessment distribution and data collection

We work with you to define your organizational structure and identify assessment participants.

Managers and their workgroups are administered versions of the instrument to evaluate employee opinions of inclusion and the manager's impact on creating an inclusive climate. We then distribute the assessments and collect data through online, mobile and paper formats—whichever make the process easiest for your organization and employees.



#### Reporting and analysis

Manager assessment results are mapped back to organizational competencies in intuitive reports for frontline leaders to identify the gaps between where they are today and where they need to be.

This intuitive insight is architected into a strategic executive presentation as well as a tactical action plan for leaders at all levels of your company—allowing your organization to realize meaningful change.



#### Optional coaching, learning, and development

Learning aids, one-on-one coaching and feedback as well as e-learning resources can be provided to help managers develop and improve the behaviors that serve as the foundation for building an inclusive climate. These components are designed to be effective as standalone services or as "train the trainer" to support internal inclusion leadership efforts.



**Ready to transform, grow and engineer your culture?  
See how we can help you build an inclusive climate today.**

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