



*Leadership,
Awareness,
& Behavior*

Inclusivity L.A.B.TM

Workplaces are becoming more and more diverse. Employees now represent four different generations, many cultures and ethnicities, languages, and religions, not to mention the race and gender challenges presented in the decades past. Many leaders struggle to create cultures that are truly inclusive and motivate all people to contribute to their maximum potential. Successful leaders know that employee engagement is essential to a high energy work environment, where barriers to productivity are removed and everyone can bring their best self to work!

The Inclusivity L.A.B. is a unique development opportunity that helps leaders examine themselves and cultivate higher emotional intelligence. It provides a rare, important self-discovery and social awareness opportunity that almost always results in transformation, inspiration, and a commitment to leading inclusively.

The L.A.B. can be utilized for the purposes of:

- Individual leader development process
- Team-building tool for an intact team, or
- Multiple organization growth and networking experience

3-Day Training Includes:

- Process suited for building trust, increasing healthy communication, and improving collaboration among coworkers
- Creation of a “Safe Learning Space”
- Emotional Intelligence Overview (Leadership Component)
- Self and Social Awareness Activities (Awareness Component)
- Assessment and Goal Setting Session (Behavioral Component)
- Preparation for Ongoing Success



Transform Your Culture.
CREATE INCLUSION.



Inclusivity L.A.B.™ Process

Prior to attending the L.A.B., potential candidates are confidentially interviewed by a trained counseling professional. This screening ensures that participants are receptive to the depth of the introspection, fully able to participate, and will not be overwhelmed by the process. The pre-screening also enables the facilitator to tailor the experience to meet the needs of all participants and their organizations and allows the potential participants to ask any questions they might have prior to attending the session. In addition to the interview, participants also complete a preassessment tool to provide additional information for the facilitators.

We strongly suggest that the Inclusivity L.A.B. experience be conducted off-site at a hotel or conference center. This allows participants to fully commit themselves to the learning experience and encourages them to embrace the deep introspection and sharing needed to achieve personal transformation and leadership development.

The overall L.A.B. Process includes the pre-screening interview, the pre-assessment, the three days of training, and subsequent follow-up steps to support implementation in the workplace. Usually, this follow-up lasts for about six months after participation in the L.A.B. itself.

We recommend and encourage participants to enroll in post-L.A.B. individual coaching, L.A.B. team re-connections, and post training assessment.

The following example shows the commitment needed from all L.A.B. participants:

| Process Step | Amount of Time | Example Timing |
|---|---|---|
| 1. Pre-Screening Interview | 45 minutes | 2-3 weeks prior to L.A.B. |
| 2. Pre-Assessment | 30 minutes | following the interview |
| 3. L.A.B. Process Day 1* Day 2* Day 3* (30 hours total) | 8 am - 8 pm 8 am - 8 pm 8 am - 4 pm | experience |
| 4. Individual Coaching | 30 minutes 30 minutes | 3-4 weeks following L.A.B. 3-4 weeks following L.A.B. |
| 5. L.A.B. Team Group Calls | 2 hours 2 hours | 6-8 weeks following L.A.B. 4-5 months following L.A.B. |

* Includes Breakfast, Lunch, and Dinner

** Includes Breakfast and Lunch



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