



# DIVERSITY — AND — INCLUSION

**SUBMARINE WAY**  
TRAINING THAT IGNITES INCLUSION

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# SUBMARINE WAY

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## TRAINING THAT IGNITES INCLUSION

### WHO WE ARE...

Deborah Cake Fortin has been in the business world for 25 years, managing people, leading diversity teams and changing them.

John Gregory Vincent was on a variety of operational submarines for 14 of his 20 years of Navy service, retiring as a Command Master Chief. He saw inclusion at its finest on these submarines. It seemed every time a new sailor's feet hit the steel deck, mission and purpose replaced bias.



### WHAT WE DO...

The company has grown to now deliver programs based on the synergetic components of the system, so unique, both patents and trademarks are being sought.

### KEYNOTE SPEECHES & BREAKOUT SESSIONS

Our speakers have different styles that reflect the diverse backgrounds of the audience they deliver their expertise to. They are individually vetted by John Gregory Vincent an international speaker, for more that 20 years, and one of the foremost experts on behavioral change in America.

### WORKSHOPS THAT ARE ENGAGING, INTERACTIVE & LOADED WITH PRACTICAL TOOLS

Nobody likes being lectured, but almost everyone loves to learn. Our facilitators never deliver a workshop until they have worked with one of our lead facilitators. Deborah Cake Fortin creates every word, every exercise. Her expertise on **The Submarine Way** permeates every aspect of our training.

**LEARN MORE AT: [THESUBMARINEWAY.COM](http://THESUBMARINEWAY.COM)**  
**[JOHNGREGORYVINCENT.COM](http://JOHNGREGORYVINCENT.COM)**  
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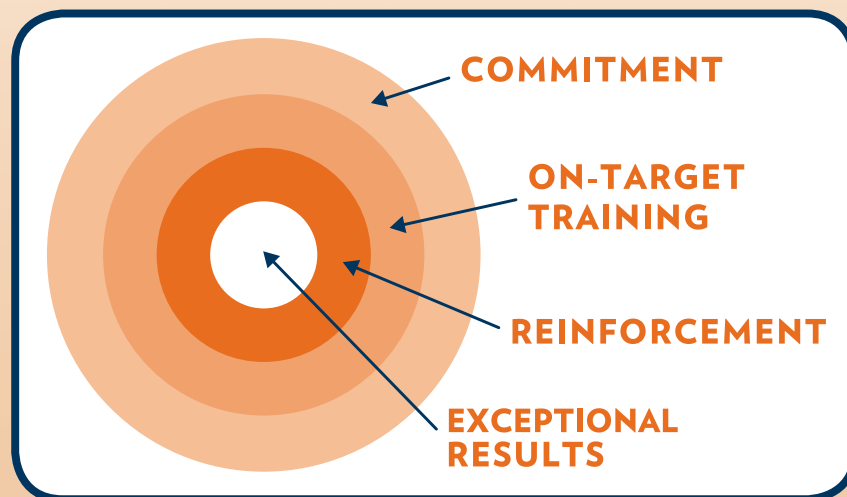
Deep beneath the ocean's surface, submarines, hunks of metal shrouded in curiosity by those on land, are filled with a skillful crew responsible for its success. The efficiency of a strong submarine crew is the result of a community that makes acceptance of diversity and inclusion part of its expected norms. The strategies of a submarine crew can be adapted to businesses and communities, allowing them to reach peak efficiency and maintain a mission-focused philosophy that promotes growth. Deborah Cake Fortin and John Gregory Vincent have teamed together to bring you Diversity and Inclusion **The Submarine Way**, which provides insight into many techniques and principles that will teach you to:

- **Effectively manage bias and unite together as a team to solve problems**
- **Embrace what you can't change and focus on what you can control**
- **Deal with conflict openly and directly**

When it comes to a system of inclusion, there's none better than the one that organically takes place on a submarine. We have taken that system and shaped it into one that will drive inclusion everywhere.

**Our methodology is strength based, inclusion focused and mission oriented. The driver of this methodology is a strong core:**

### C.O.R.E.



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### WHAT IS THE SUBMARINE WAY?

- **The Submarine Way** is an inclusion system that touches every aspect of leadership, professional development, and conflict resolution training. It is woven through all training, and does not approach inclusion as another silo to be checked off. If inclusion isn't addressed in leadership or professional development, then you are not sending a message that it is important.
- **The Submarine Way** system is a process that was developed, and was perfected over the 100 year history of submarines. We've turned these processes that drove true inclusion, engagement and focus on the mission into training programs that drive deep engagement, drive strength based professional development and deliver true leadership. If you want to see cultural change that sticks, then training **The Submarine Way** is the answer.
- **The Submarine Way** invests in training programs that address what's important in the workplace. What if teamwork replaced conflict, what if inclusion replaced bias, and what if engagement improved your profitability? That is **The Submarine Way**.



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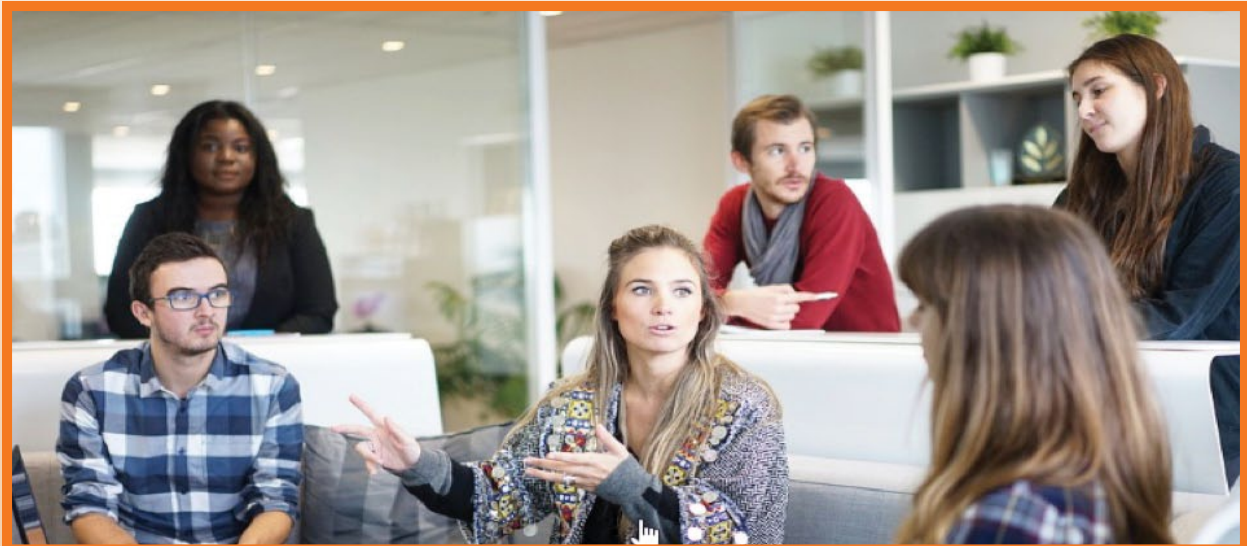
## TRAINING THAT IGNITES INCLUSION

The ROI of implementing inclusion through engagement is measurable!

- 17% higher productivity
- 22% higher profitability
- 20% higher sales
- 43% lower absenteeism
- 70% fewer safety incidents

### **Our learning objectives are:**

- Teach your leaders how to focus on the mission, and get their teams focused on the mission.
- Teach leaders the importance of a good onboarding.
- Help individuals identify their strengths and the strengths of those around them.
- Builds teamwork, what we call crew-munity.
- All throughout the programs, a more inclusive workplace is the result.



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### A SAMPLE OF OUR TRAINING PROGRAMS

#### **IGNITING INCLUSION THROUGH STRENGTHS**

What life on submarines taught me about people. This program most often delivered as a speech or breakout session with a very specific path for both the individual and the organization to follow to improve performance, satisfaction, and prepare everyone for the reality of the future workplace.

#### **ONBOARDING THAT TRULY GETS PEOPLE ONBOARD**

Our most requested program, it goes far beyond an employee handbook and quick introduction. This is built directly from the 100 year flawless check-in system on submarines that creates inclusion the minute your boots hit the steel deck.

#### **EVERYONE MATTERS IF THEY CONTRIBUTE**

In a radical departure from traditional inclusion, this program embraces a strengths based approach. Learn the power behind people having a meaningful seat at the table and being empowered to focus on what they do best!



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