

I Follow  
the Leader  
Strategic Consulting



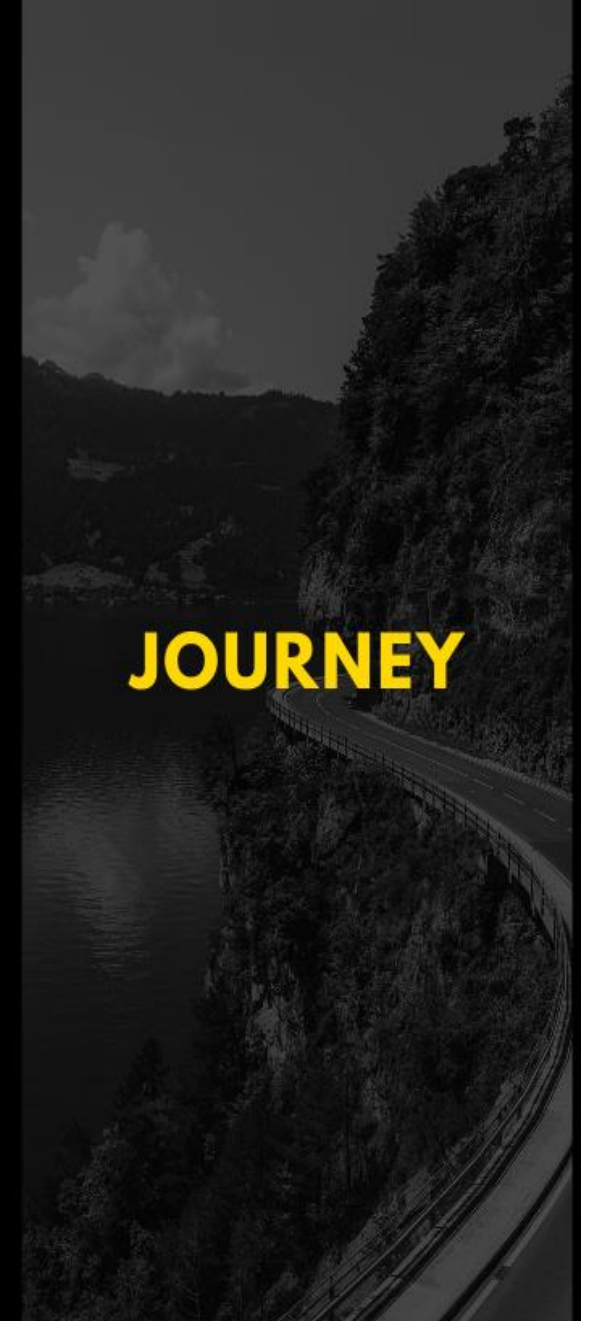
## 1. Prepare.

- Leadership affirms diversity, equity, and inclusion is a strategic priority.
- Challenge past beliefs and assumptions.
- Acknowledge that the process will be an ongoing journey.

**LEADERSHIP**

**CHALLENGE**

**JOURNEY**



## 2. Assess.

### The Cultural Audit Phase

- Survey key stakeholders.
- Listen to key stakeholders.
- Review policies, procedures, and communications.

**SURVEY**

**LISTEN**

**REVIEW**



### 3. Commit.

- Prioritize next steps based on the cultural audit results.
- Strategic Planning.
- Educate stakeholders.

**PRIORITIZE**

**STRATEGIZE**

**EDUCATE**



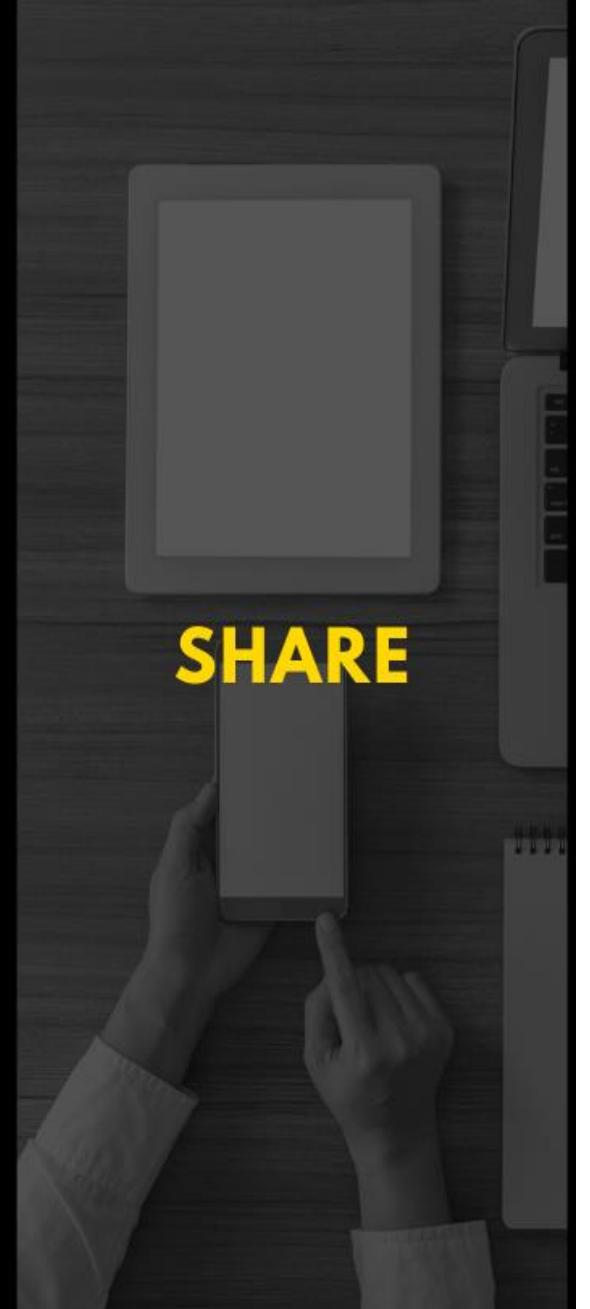
## 4. Execute.

- Track progress regularly.
- Measure results.
- Share results with internal and external stakeholders.

**TRACK**

**MEASURE**

**SHARE**





## **Do you want to learn more about the P.A.C.E. Progress Framework?**

- Visit [ifollowtheleader.com/framework](https://ifollowtheleader.com/framework) to receive additional insight and recommendations on the framework, including what an effective cultural audit entails and what strategic DEI plans are most impactful.
- Schedule a strategy call. We will provide further insight into each phase and answer your questions. [calendly.com/ifollowtheleader](https://calendly.com/ifollowtheleader)

## **Are you looking for a firm to help your organization progress on your DEI journey?**

- Review our consultation opportunities. [ifollowtheleader.com/our-services](https://ifollowtheleader.com/our-services)
- Email us at [info@ifollowtheleader.com](mailto:info@ifollowtheleader.com) to schedule a needs assessment call to discuss a potential partnership.