



RECOGNIZED BY  
**MANAGE HR**



## Grow Leaders

### Creating Inclusive Safe Spaces for Innovation and Growth

**E**mbracing diversity, equity, and inclusion (DEI) in today's business to create safe spaces is paramount for employee and workplace wellness. If employees are not equipped with the opportunity to express themselves freely, it can result in the loss of top talent and a workplace culture based on fear rather than inclusion, creativity, and innovation.

Grow Leaders is driven by the mission of fostering a diverse and inclusive environment for businesses where everyone can find their own voice, creating the ideal setting for learning, growth, innovation, and collaboration.

"Grow Leaders focuses on building strong communities," says Tamara C. Larson, CEO at Grow Leaders. "We use education as a key tool to understand the differences and conscious or unconscious biases and build safe spaces for a sustainable culture. We design workshops, online learning and resources, and events, as well as engage in a lot of work with young leaders. Our aim is to invest in a diverse and incredibly inclusive future."

The company emphasizes the importance of exhibiting courage, exploring alternative approaches, and finding solutions to today's challenges. When collaborating with various organizations, Grow Leaders often witnesses the fear and apprehension around uncertainty. This is specifically true in the post-Covid world where the concept of "normalcy" has altered. Any organization requires to adapt to the new realities and address the newly surfaced challenges.

"We encourage individuals and organizations to choose courage over comfort and do things differently," says Larson.

Grow Leaders strives to create a harmonious and inclusive work environment by acknowledging the fear of the unknown and differences, respecting employee voices, and establishing a foundation for open dialogue. The company believes in equal opportunities and diverse perspectives, promoting constructive conversations, risk-taking, and a fear-free environment for positive change and endless possibilities.

The company's collaboration with Learn Peace Canada is a perfect example of its vision of creating a world that embodies the foundational principles of DEI. Grow Leaders allocates 10 to 15 percent of its profits to this not-for-profit entity that is committed to designing accessible, transformational peace



Tamara C. Larson,  
CEO

education opportunities for learners of all ages.

Understanding that there is no cookie-cutter approach as every workplace is different, Grow Leaders utilizes its diverse tools and resources to tailor strategies to meet each client's unique needs, timelines, and resources.

Working to build a foundation of psychological safety, Grow Leaders starts by exploring goals, followed by understanding the leadership commitment. It actively seeks involvement from all parties to understand the objectives, strengths, and weaknesses and develops a blueprint.

"We always look for a champion in the clients' organization who can spearhead diversity and inclusivity and lead by example. Clients also feel motivated and show a genuine willingness to work collectively for meaningful change that will drive their organizations to the pinnacle of success," says Larson.

*"We use education as a key tool to understand the differences and conscious or unconscious biases and build safe spaces for a sustainable culture"*

In one instance, a client approached Grow Leaders when the advisory council was bullying the board and staff members. The goal was to foster inclusivity and respect.

Valuable insights were gathered through interviews, and the organization underwent restructuring to ensure every voice was acknowledged. Some individuals were reassigned, and policies were clarified to clearly define responsibilities and improve communication channels. These changes facilitated effective communication and encouraged respectful consideration of diverse opinions among the staff, advisory committee, and leadership.

Instances like these are a testament to Grow Leaders' unwavering commitment to creating a harmonious and inclusive work environment. Through tailored solutions, it fosters innovation, collaboration, and equal opportunities, making sure diverse voices are valued and heard. **HR**

# Grow Leaders



*The annual listing of 10 Emerging companies in Canada that are at the forefront of tackling customer challenges*