

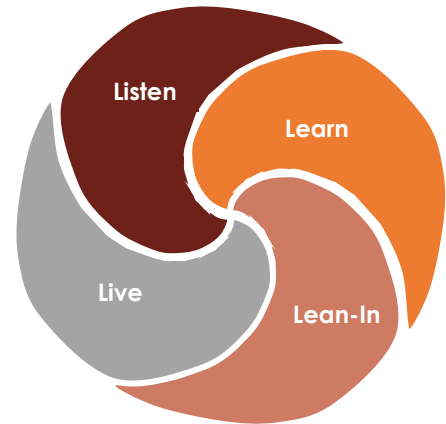
## DE&I – Start at the Beginning – 4L© Framework

With the civil unrest in the country, and world, many employers are adjusting their focus and exploring ways improve Diversity, Equity and Inclusion (DE&I) in their organizations.

These concepts can be daunting and cause many to wonder

1. Where to begin?
2. How to make meaningful progress?
3. How to measure success?

Leading Culture Solutions has developed a proprietary 4L© framework to help organization progress along their cultural competency journey.

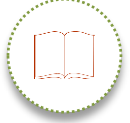


The four phases of the model are:

**Listen. Learn, Lean-in. Live.**



**Listen.** This phase focuses on understanding the current state of an organization’s knowledge and ability of DE&I and provides a rating of Exploring, Emerging or Evolving based on data collected during the current state.



**Learn.** Once the current state is assessed and a rating and roadmap has been developed, work will continue to establish foundational DE&I history, business case and language across the organization.



**Lean-in.** Informed by knowledge gained in the **Learn** phase, the organization is prepared to go deeper in the DE&I knowledge through more advanced bias and cultural competence training. Once a level of competency is evident, work can begin evaluate the organizational value chain and begin to incorporate DE&I opportunities into high-value, high impact, processes.



**Live.** As the organization gains a depth of language, understanding and has made practical changes to its business, adjustments to Mission, Vision and Values can be incorporated into the organizations strategy.

This work is a *journey*. Everyone in the organization owns their part to make change - especially leaders (and including the Board).

Most who are ready to embark on this journey understand this is a long-term effort—at least 1-2 years depending an organization’s change agility.

If your organization is ready to begin making sustainable DE&I changes to increase innovation and market relevance, we’d love to support your cultural competency journey. [www.LeadingCultureSolutions.com](http://www.LeadingCultureSolutions.com)