



# PERSONAL IMPACT

CREATING DEI ACCOUNTABILITY  
FOR ALL EMPLOYEES

**Session Overview**

# WORKSHOP OVERVIEW

This two-hour session will inspire and empower your people to positively impact diversity, equity, inclusion and belonging in their teams and throughout your organisation. Regardless of their role, they all have the power to effect change through their daily decision-making, everyday actions and interactions.

This session creates an energetic and engaging space where employees can safely explore their impact through thought-provoking conversations and real-life stories that will help them understand how using their impact can promote inclusivity, break down barriers, and embed a sense of belonging at work.

By exploring their ability to drive change, they will leave with practical ideas and tools to create a more diverse workplace and encourage others to make a positive impact as well. This is an excellent opportunity for your people to learn from experts and peers who are passionate about creating a more inclusive and diverse workplace. It is a real chance to gain valuable insights and strategies that will empower your people to make a real difference to the culture of inclusion at your organisation.

## LOGISTICS

- **Duration:** 2-hour
- **Delivered:** Virtual/In-person delivery
- **Audience:** All levels (session can be adapted to different levels)
- **Participants per session:** 10-40

## LEARNING OBJECTIVES

1. Identify the significance of individual actions and attitudes in driving diversity and inclusion efforts, regardless of organisational role.
2. Discover how everyone can cultivate an environment of inclusivity through equitable practices, empathy, and genuine support.
3. Discover practical strategies for everyone to contribute to a more inclusive workplace daily, from micro-affirmations to creating safe spaces for open dialogue.
4. Understand the role of allyship in embedding an inclusive culture, acquiring skills to support marginalised colleagues, challenge biases, and amplify underrepresented voices.
5. Learn how to turn awareness into action for a diverse, inclusive workplace where everyone feels valued.

## METHODOLOGY

Live and interactive workshop, designed with polls, case studies, research and data, best practices and takeaway top tips to help the team continue learning long after their session. The workshop is discussion-led, with breakouts for smaller discussions and group sharing encouraged. Psychological safety is at the core of the session, as is peer-to-peer and social learning where individuals take a personalised approach to their learning needs.

# WORKSHOP AGENDA

## **Introduction:**

- Welcome and introduction to the workshop facilitator.
- Icebreaker activity to set the tone.
- Overview of workshop and objectives.

## **Session 1: Understanding Individual Impact**

- Introduction: The significance of individual actions and attitudes in driving diversity and inclusion efforts, irrespective of organisational role.
- Interactive Poll: Current understanding and perspectives on individual impact.
- Breakout Activity 1: Cultivating Inclusive Environments
- Group Activity: Each group brainstorms and presents practical strategies for fostering inclusivity through equitable practices, empathy, and support.

## **Session 2: Allyship in Action**

- Introduction: Understanding the role of allyship in embedding an inclusive culture.
- Scenario Analysis: Case study analysis and identifying opportunities for allyship.
- Reflection activity: Individuals and groups complete reflection activity and discuss insights.

## **Session 3: Turning Awareness into Action**

- Introduction: Strategies for turning awareness into action for a diverse, inclusive workplace.
- Interactive Activity: Participants engage in a reflective exercise to identify specific actions they can take in their daily work lives.
- Breakout Activity 1: Personal Impact
- Group Activity: Groups complete activity and present findings to larger group to embody personal impact, accountability and action in real time.

## **Closing and Action Steps**

- Recap: Summarise key takeaways from the workshop.
- Commitment Pledge: Invite participants to publicly commit to at least one actionable step they will take to contribute to a more inclusive workplace.
- Resources and Next Steps: Provide additional resources and information for ongoing learning.

# OTHER WORKSHOPS & MODULE

## **Our Modules**

Please also see our some of our modular approaches to DEI, as there may be something here that you're interested in utilising to ensure you have the most robust workshop for your people.

## **Shaping Cultures**

This module is all about providing all colleagues with the awareness, practical skills, and knowledge to begin to build their DEI confidence. We really get into the concept of self in this module to start activating the personal power we each have within our roles and departments to embed inclusion into our everyday.

Topics Include: The Power of Inclusion / 7 Stages of Belonging / Dominant Cultures & Unwritten Rules / Bullying, Harassment & Discrimination / Inclusive Language / Inclusive Communications / The 3 P's (Power, Privilege, Platform)

## **Celebrating Individuality**

During this module we will explore all the things that make us all so wonderfully different. Looking at intersectionality, how to celebrate our own identities, and learning how to create space to allow others to do the same.

Topics Include: Exploring Individuality / Exploring Cultural Intelligence / Embedding Accessibility / Perspective Shifting (Embracing Differences)

## **The Art of Inclusive Spaces**

In this module we dive into the concept of our role in creating inclusive spaces for all our colleagues, where there could be a lack of inclusion and how to plug the gaps in the various spaces we work. As confidence builds, our learners find new ways to apply their learning in the moment and discover how to positively influence 'Moments That Matter'.

Topics Include: Psychological Safety / Inclusive Decision Making / Inclusive Meetings / Inclusive Projects / Discussing Inclusion

## **Inclusion in Action**

Activation is the theme of this module and everything we have been learning and slowly building up our confidence, starts to play out in more impactful ways here. We take another look inwards, at our own impact, our team impact, and our ability to influence greater inclusion throughout the whole organisation. This module is when we start holding each other to account and see our teams begin to activate their inclusion impact in their daily roles.

Topics Include: Personal Impact / Allyship Cultures / Calling In/Out / Team Activation / Inclusive Innovation / Unleashing Creativity

## **People Manager Inclusion**

Does what it says on the tin. This module follows on from the previous Inclusive Leader course and breaks topics down even further. With real case studies from internally throughout the organisation and practical toolkits, leaders and managers will have everything they need to cast a DEI lens on everything 'team'.

Topics Include: Inclusive Leadership / Inclusive Conflict Management / Inclusive Performance Management / Inclusive Talent Management / Inclusive Team Practices / Inclusive Hybrid Working

## **Equity Accelerators**

As we practice our allyship and personal impact skills, we move towards understanding our processes, where there may be in-built bias and how our learning teams can enhance inclusive learning. We will reflect at this point to look back on our journey and moving forward take practical tools to sustain the momentum we have built as leaders, managers, and colleagues.

Topics Include: Empowering HR for Inclusive Excellence / Default Inclusion (Policies & Practices) / Train the Trainer + Inclusive Facilitation / Inclusive Mentoring & Sponsorship / Sustaining the Momentum

## **Social Impact**

Looking outward at the impact the organisation has on our communities is our focus during our final module in this programme. Each leader, manager and colleague will explore their own sphere of power, influence, and social impact, as well as looking at team and department products, services, and external partners.

Topics Include: Social Impact: Your Role / Inclusive Products & Services / Partnering with Inclusive Suppliers/Affiliation Relationships

## **Additional Materials**

### **Live Learning**

Series of panels with subject matter expert speakers, webinars, live and interactive virtual 2-hour workshops, discussion groups and leader and manager specific workshops aligned to each module and topic.

### **Practical Digital Tools**

Series of digital toolkits, eLearning, guides, infographics, factsheets, interactive workbooks, leader/manager team resources and activity packs to download and use daily.

### **On The Go Resources**

A series of printed posters and screensavers/backgrounds designed to be interacted with to immerse learners into 'in the moment' learning in their workspace.

### **Inclusion Nudges**

Inclusion nudge activities designed to help all employees to practice inclusion activities in their day-to-day work, with additional specially designed conversation cards for leaders and managers.