

MAKING INCLUSION MORE THAN A TAGLINE

Introducing the INCLUSION LAB
Implement Consulting Group
November, 2020



WHAT IS THE INCLUSION LAB?

This is a “do-tank” not a “think-tank” – a lab is a place where things get tested, trialled and often fail. We will learn from each other while building the capabilities of experimentation as well as cultural and behavioural change - all in a safe, digital space.

curious

Learn more in the next few pages about this cross-organizational journey to:

- hack inclusion
- share learnings with each other and
- create an eco-system of change makers

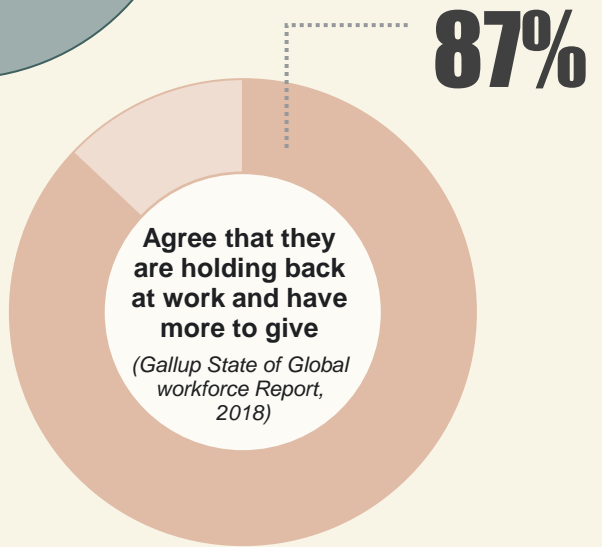
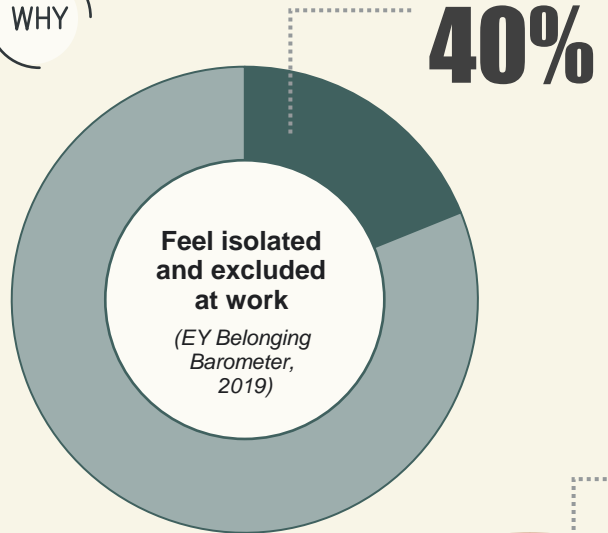
let's join forces

- To prototype impactful inclusion practices
- To challenge fundamental assumptions of management that undermine diversity and inclusion benefits
- To build social movements that can forge cultural change and build cultures of belonging



WHY JOIN THE INCLUSION LAB?

WHY



These numbers are a call to change
It's time to find better ways to unleash the incredible human potential within our organizations.

We need organisations where ...

- a purpose drives extraordinary contributions and activist thinking
- change becomes a movement and not a top-down, cascading exercise
- inclusion and diversity is not a buzzword or a tick in a box, but lived
- people can bring their full self to work and teams can benefit from the perspectives they share
- inclusive leaders create the conditions for others to shine

Imagine how much further and faster we could go

... if we took advantage of our collective intelligence – shared our journeys, hacked our challenges together and celebrated our wins along the way?

WHO

can join?

The Inclusion Lab is designed with large, international organisations in mind. No matter where you are on your Inclusion and diversity journey, we will create an impactful experience where you can connect and share with others, who are at the same stage as you.

The Inclusion Lab is aimed to bring professionals with a focus on inclusion and diversity and inclusion, HR professional and business leaders together.



THE INCLUSION LAB DESIGN PRINCIPLES

#1

Joint learning

A facilitated joint learning journey, curated pre-reads and discussion groups to kickstart a movement towards inclusion

#2

Global benchmarks

A global outside-in perspective at scale to evolve your own thinking and practices around inclusion and belonging

#3

Closed community

A closed community of likeminded organizations and organizational activists exploring and sharing across organizations

#4

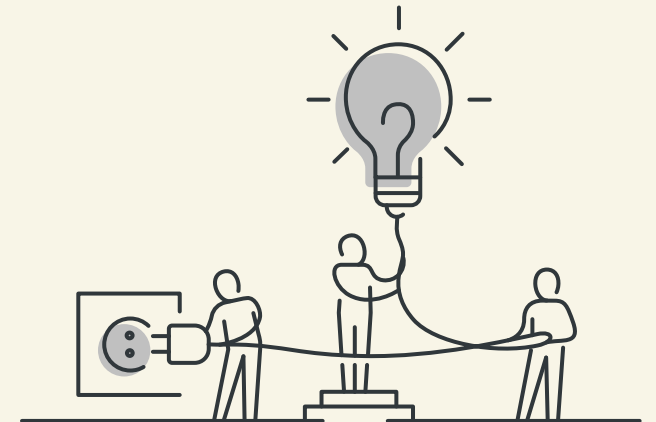
Real experiments

A community of committed members that challenge themselves to prototype the future of inclusion, not just be inspired

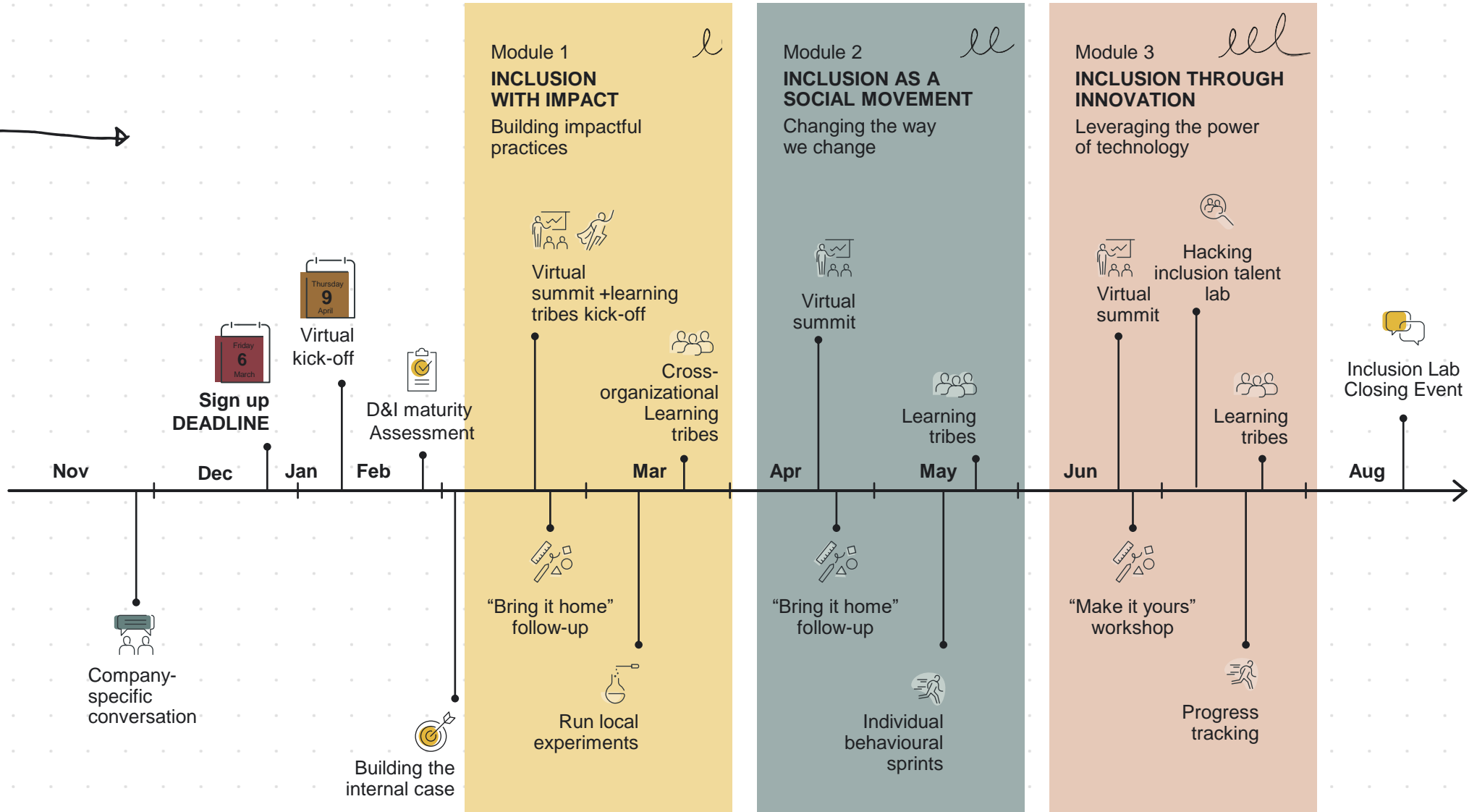
#5

Tools for change

A toolbox of methods from lean start-up, design thinking and work templates to bring back to the organisation



THE INCLUSION LAB – A VIRTUAL JOURNEY



Sign-up deadline:
December 16, 2020

THREE MODULES TO BUILD INCLUSIVE ORGANISATIONS

MODULE 1

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INCLUSION WITH IMPACT

Designing for accelerated, sustainable results

Main themes

- Which inclusion practices show greatest changes of impact (based on data and research)
- How to leverage organizational processes, KPIs and rewards to drive sustainable change.
- Design and refinement of own Inclusion impact case and build first prototypes of experiments

Key deliverables

- Facilitation kit: "How to run an experiment"
- Tools for measuring progress of inclusion practices
- Identified focus area for each organisation

MODULE 2

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INCLUSION AS A SOCIAL MOVEMENT

Changing the way we change

Main themes

- Principles of social movements and activism for sustainable change
- Leveraging informal networks inside and outside of your organisation
- Individual behavioural change principles and approach
- Rethinking management and leadership practices that are obstructing inclusion

Key deliverables

- Toolbox for kick-starting and enabling crowd-solving initiatives to flourish
- Activate key influencer and build a movement around inclusion
- Individual behavioural change plan

MODULE 3

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INCLUSION THROUGH INNOVATION

Leveraging the power of technology

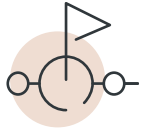
Main themes

- How can new technology minimize bias and make inclusion a strategic lever to high-performance and psychological safety?
- Collaborate and co-create with the tech start-ups to build impactful solutions during a „Hacking Inclusion” Talent Lab to address identified barriers

Key deliverables

- Decisions based on Build-Measure-Learn Loops (Lean Start-Up) whether to scale practices or pivot
- Inspirational kit of inclusion tech solutions that can accelerate your journey towards results

WHAT IS THE COMMITMENT?



Virtual kick-off	2 hours
Module 1	2.5 days
<ul style="list-style-type: none">• Virtual summits (3 x 3.5 hrs)• Cross-organizational learning tribes• “Bring it home” follow-up	
Module 2	2 days
<ul style="list-style-type: none">• Virtual summits (2 x 3.5 hours)• Cross-organizational learning tribes• “Bring it home” follow-up	
Module 3	3 days
<ul style="list-style-type: none">• Virtual summits (2 x 3.5 hours)• Hacking inclusion lab talent lab• Cross-organizational learning tribes• “Make it yours” workshop• Inclusion lab closing event	
TOTAL (over a period of approx. 6–7 months)	ca. 8 days

extra

In addition you will need to set aside time for building your internal I&D case, running local experiments in your organisation, working on your individual behavioral sprints and tracking progress.

JOURNEY PRICING



“The agent”

I will explore new approaches and get new insights that can ramp up our journey.

Join the management lab to get inspiration, experience and practices to take home to your organisation.

EUR 8 K

per person*



- Participate in each of the journey events
- Participate in learning tribes (across organisations)



“The hacker”

We will experiment with this as a team, and test out prototypes while on the journey.

Join the management lab to gain momentum and experiment with new practices.

EUR 25 K

Package price for 4–7 people



- D&I maturity assessment
- Participate in each of the journey events
- Participate in learning tribes (across organisations)
- Send 4-5 talents to inclusion hackathon



“The transformer”

We will make this a strategic priority and need more support.

Translating content from the inclusion lab to a customised company specific journey.

EUR 50 K

Package price for 7–10 people in the lab + support internally



- D&I maturity assessment
- Participate in each of the journey events
- Participate in learning tribes (across organisations)
- Send talents to inclusion hackathon
- Support from a designated lab consultant to bring the journey home, anchor it in the organization and advise on the transformation internally

*Minimum of 2 people per organisation to ensure internal anchoring and exchange

ARE YOU READY TO JOIN US?



Susan Salzbrenner

susa@implement.dk
+45 5221 6020



Signe Gro Jensen

sije@implement.dk
+45 3093 4567

**Hit the sign-up button
when you are ready to join!**

(To make it easy, just sign-up with the details of one person in your organization, and we will be in touch to clarify the details on the additional participants that will attend)

