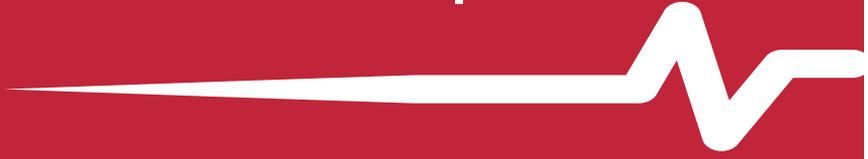


# A Diversity And Inclusion Healthcheck Diagnostic For The Workplace



An exclusively designed product  
to assess your company's performance

"Fewer than half of diversity and inclusion leaders (D&I) are confident in their ability to engage senior leaders. Without ownership of the entire execution process, D&I leaders' strategic plans have limits, which leads to questions about D&I progress.

- Gartner 2019



**3IN**  
**CONSULTING**

*Strengthening Diversity Through Inclusion*

Glasgow 0141 374 2787

London 0203 633 1661

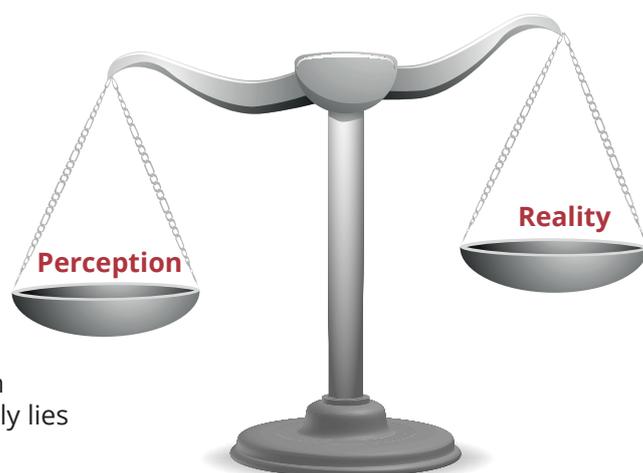
[3inconsulting.co.uk](http://3inconsulting.co.uk)

## Exclusive diagnostic tool, assessment and analysis, and specialist D&I resources

The 3In Consulting healthcheck diagnostic is a uniquely designed product to assess an organisation's diversity and inclusion capability.

This is a two-step process that results in a comprehensive understanding of a company's status. Step 1, an interview style diagnostic, represents the current perception, and Step 2, a deeper assessment of the organisation, uncovers the reality.

Both components are rated using the Diversity and Inclusion Maturity Model™, to denote where the organisation currently lies on its diversity and inclusion journey.



## How it Works

### Step 1 - The diagnostic tool

Interview with a selected team.

Diagnostic to suit your organisation

Use of measures clustered into 5 pillars.



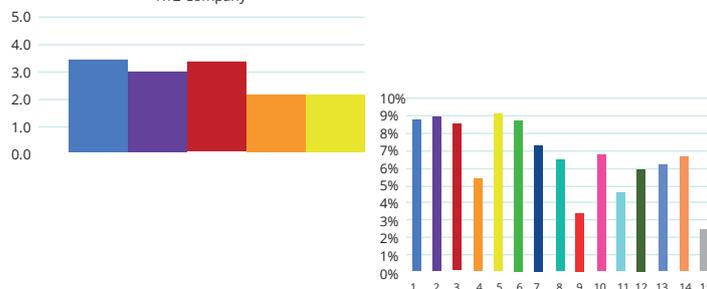
### Step 2 - Assessment and verification

Comprises analysis, workshops and one-to-ones.

Diagnosis of practical application and effectiveness of people related activities and opportunities.



XYZ Company



### Exclusive Report

Includes diagnostic findings, gaps and conclusions as well as identification of opportunities and recommendations. The level of detail with the healthcheck depends on the option chosen.

The Healthcheck Diagnostic and Report has three tiered options.

|  | Silver | Gold | Platinum |
|--|--------|------|----------|
| Duration - Days                            | 1      | 3    | 5        |
| Diagnostic Assessment                      | ✓      | ✓    | ✓        |
| Employee Policy and Procedure Review       |        | ✓    | ✓        |
| Recruitment Policy and Process Review      |        | ✓    | ✓        |
| Review of online presence and brand        |        | ✓    | ✓        |
| Facilitated Workshops                      |        | 2    | 4        |
| One to Ones                                | 4      | 8    | 12       |
| Exclusive Report Including Recommendations | ✓      | ✓    | ✓        |

Tailored options available on request

A comprehensive healthcheck diagnostic and report that is designed to uncover a company's strengths and gaps in equality, diversity and inclusion in conjunction with employee engagement, culture, policies, recruitment, training and other key factors.

# Realise the benefits of our Healthcheck Diagnostic to be a high performing organisation



Greater awareness of diversity and inclusion



Authentic and unbiased internal diagnostic



Clarity and understanding based on pertinent internal data



Specific intelligence of company's current diversity status



Leveraging Diversity and Inclusion to achieve business goals



Capability to develop a strategy, initiatives and interventions



Alignment to a unique Diversity and Inclusion Maturity Model™



Understanding the aspirational end point and the journey



Catalyst to maximise the investment in people



Identification of best practice and industry developments



Measures and KPIs to track and monitor progression



External verification of a People strategy and initiatives

**90-95%**

companies underestimate true cost of recruitment  
- Consensus HR

**87%**

employees are not engaged at work  
- Gallup

Companies with highly engaged workforces outperform their peers by

**147%**

- Gallup

**Over 33%**

UK workers have sleepless nights  
- Mental Health Foundation

**90%**

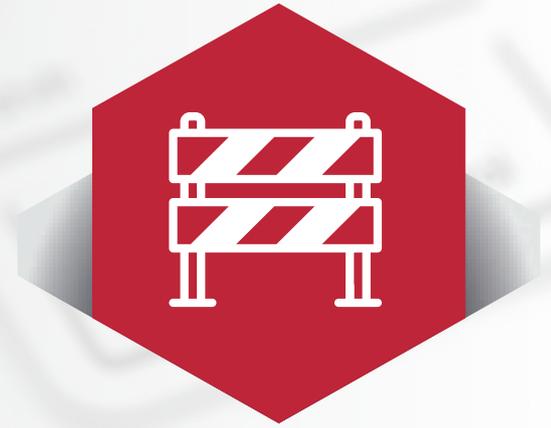
of people who say they're not treated with respect also experienced discrimination or harassment at work  
- Gallup

## Challenges within your business

- Low employee engagement and satisfaction
- Negative or poor company culture
- Poor attraction and retention of talented people
- Low profit margins and productivity
- Limited customer engagement / retention
- Limited opportunities for people with differences
- Lack of innovation and creativity
- Bias exists across the enterprise
- Bullying, discrimination and grievances leading to tribunals
- Inadequate people policies
- Micro managed, target driven, performance manged
- Failure to understand the business benefit of diversity

## Possible Barriers to Taking Action

- Lack of understanding of the value of diversity and inclusion
- Lack of perceived need or action
- Scarcity of funds and time
- Fear of getting it wrong
- Priorities – other things are more important
- Lack of appetite to do anything
- Conservative decision makers
- Lack of ability / desire to seek outside help
- Absence of Sponsorship



Companies in the bottom quartile for both gender and ethnic/cultural diversity were 29% less likely to achieve above-average profitability

- McKinsey



## Key Features of our Healthcheck Diagnostic

- Dedicated time with a specialist consultant
- Bespoke report for your organisation
- Insights for enhancing organisational and people development
- Recommendations to address gaps and conclusions
- Specific data to enable development of a strategy, action plan, and programme of initiatives
- Insights for improving communications with stakeholders and employees
- Differs from other benchmarking tools based on self-completion with limited corroboration.

**Does your company suffer from symptoms of poor employee engagement and morale, high sickness and absence, high attrition, toxic teams or discrimination?**

Get in touch to see how we can help your business grow and thrive

**0141 374 2787 / 0203 633 1661**

**info@3inconsulting.co.uk**