

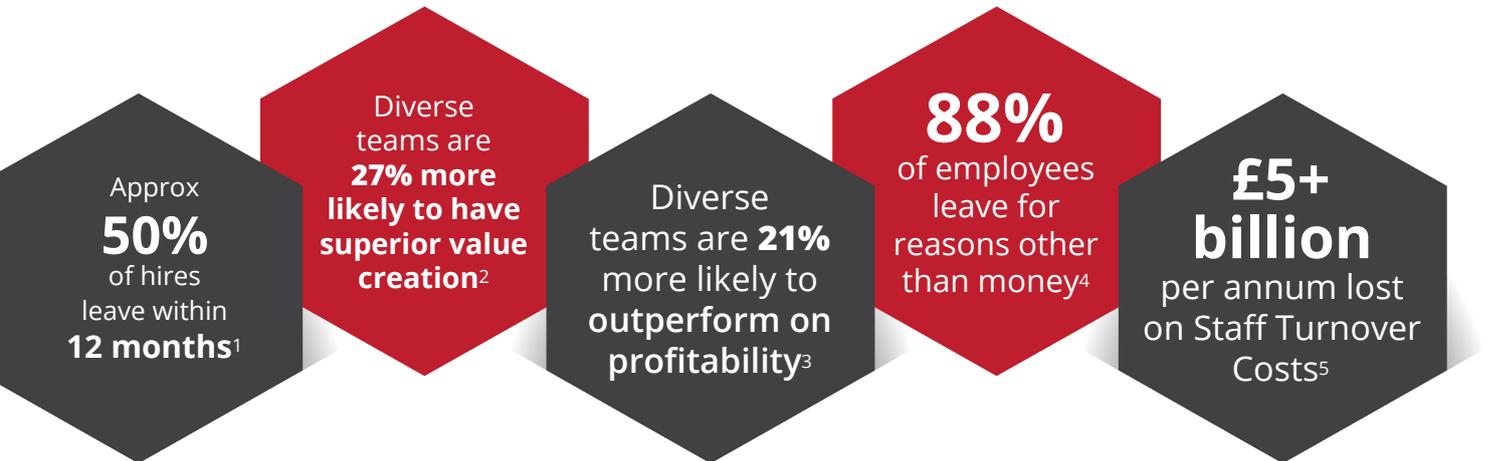
Diversity and Inclusion (D&I) has been proven to add value to an organisation whilst engaging employees, increasing customers and benefiting the company's bottom-line.

Treating employees fairly should be a given due to the Equality Act 2010, but making employees feel empowered and act like owners of the business creates a rich and rewarding employee experience, an ability to attract and retain people, and see impressive benefits.

As well as our bespoke monthly package designed to help you develop your capability, grow your company, and increase your profits significantly we provide a wide range of specific services tailored to your company's needs and unique challenges. Rather than being seen as a cost, employee engagement and experience is an investment that delivers tangible results.

The Diversity and Inclusion Difference

- Competitive Advantage
- Essential for Growth
- Provides Value Creation
- Diversity of People
- Diversity of Thought
- Encourages Cultural Intelligence



1 Source: Quarsh, 2+3 Source: McKinsey 2018, 4 Source: Consensus HR, 5 Source: Oxford Economics 2014

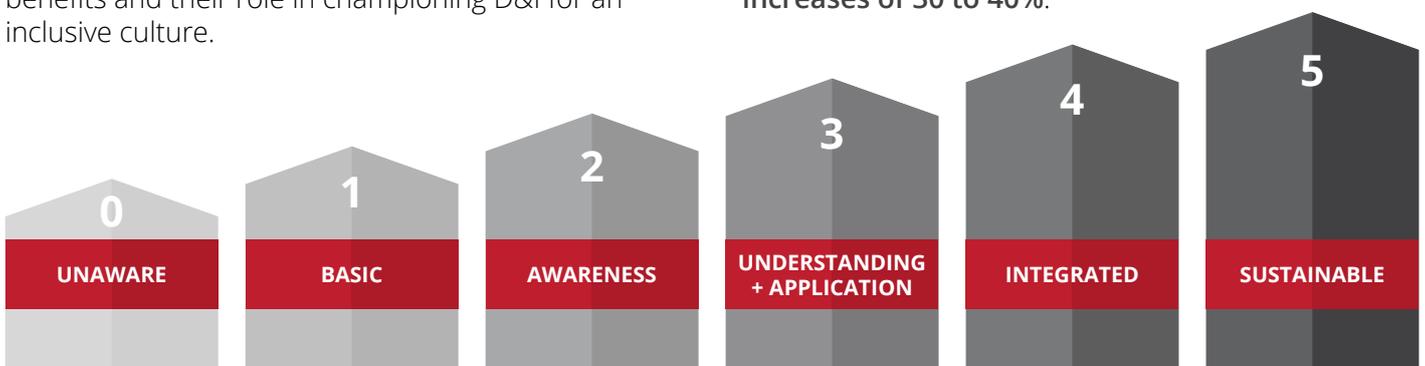
How is your business doing?

The **Diversity and Inclusion Maturity Model** shows the six levels that make up the D&I journey. Where does your business currently sit on the chart and are you missing out on the extensive benefits available?

Level 0 is where organisations do not even recognise the issue of D&I. **Level 1:** Businesses that are at the start of their journey; D&I is on their radar but no tangible plans are in place. **Level 2:** Organisations increasingly understand the value of D&I but activities are patchy or local. **Level 3:** Leaders recognise the benefits and their role in championing D&I for an inclusive culture.

Level 4: D&I is integrated in day to day activities across the whole organisation. **Level 5:** D&I is totally embedded in how an organisation does business and there is collaboration through the value chain and beyond. These leaders are visionaries that support other organisations and set the standard of best practise.

Organisations that invest in D&I will typically see a minimum of **10% increase in profits** and those that reach Level 5 see **increases of 30 to 40%.**



Reap the benefits of a diverse and inclusive workplace



Increased profit and better business outcomes and productivity



Higher employee morale, performance and engagement



Improved company communication internally and externally



Superior customer engagement and reflection of their needs and wants



Provide services that differentiate you from competitors



Policies and procedures that protect the company and employees



Attract and retain high performing talent



Activities that capitalise on the diversity of people and thought



Build an inclusive environment and encourage growth

Safeguard your business

We protect you from lack of equality and diversity knowledge and ensure you meet legislation (Equality Act 2010) – removing the risk of discrimination and costly tribunals.

Avoiding unconscious bias, removing toxic management / employees and reducing conflict are key factors to safeguarding your business. With conflict costing companies £33 billion a year⁶, it's vital to attract and keep the right staff by ensuring a diverse and inclusive workplace. Negative features within your team such as poor morale, stress and sickness can all be greatly improved with our action plan in place.

⁶ Source: Confederation of Business Industry (CBI)

Our Bespoke Monthly Package



Personalised service with a dedicated consultant

- Coaching session: 1 on 1 or group
- Focus areas defined as per client needs
- Talent attraction, retention and reward strategies
- Recruitment and hiring propositions
- Team empowerment and development



Evaluation of status

- Initial health-check / audit performed
- Regular pulse check performed



Risk and issue management

- Avoiding risk of discrimination (intended or unintentional)
- Preventing employee cynicism and lack of motivation



Identify opportunities and improvements required

- Develop opportunities and create an action plan
- Monitoring of action plan activities

About 3In Consulting

We are diversity and inclusion specialists that provide a wide range of strategic and operational solutions to all types of businesses from small to large. We have comprehensive professional and real-world corporate experience which provides us an insight into the challenges and demands organisations face and enables us to understand their approach to D&I.

A key aspect of our approach is to customise our engagements with a client's specific needs.

We know that there is no one-size-fits-all template to implement. Each organisation has its own complex culture, structure and environment and they require their own unique tailored solution.

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

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