

## The Business Problem

Global diversity efforts often fail because they export a domestic paradigm...



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## OUR APPROACH

Our **Global Inclusion** practice helps companies to create a truly global approach to diversity that reflects the unique combination of factors present in each country. We take into account a broad set of diversity dimensions that are both traditional and non-traditional, for example:

- Race and Ethnicity
- Gender
- Physical Disability
- Sexual Orientation
- Age
- Socioeconomic Status
- Regional Origin
- Education
- Language
- Religion
- Organizational Affiliation
- Family Background

Our unique **Cultures within Cultures approach** enables companies to more readily identify and leverage the diversity that exists within each country among customers and employees alike. We assist clients with a six-step process that includes:

- Engaging country partners and establishing a common purpose
- Identifying the core diversity variables that are relevant within a particular country environment
- Implementing changes to realize business opportunities and create greater inclusion

We provide strategies and solutions for creating greater inclusion on three interrelated levels:

**Organizational:** Developing a strategic business foundation for inclusion and diversity that is relevant in both global and local contexts

**Group:** Increasing the effectiveness of multicultural diversity councils and other teams working on diversity initiatives across borders, business units, and functions

**Interpersonal:** Building individual competencies for working effectively with others through a combination of greater self-awareness and recognition of the unique mixture of diversity dimensions within each country

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## OUR BLENDED SOLUTIONS

Among our blended model solutions for increasing global inclusion are:

- Strategy consultation for globalization of diversity initiatives
- Training of Trainers for client diversity managers
- Global Diversity Skills programs for managers and employees (1- and 2-day programs)
- Teambuilding for Global Diversity Councils
- Licensing of training materials and intranet content

Web-based tools include:

**GlobeSmart**<sup>®</sup> – the web tool for global business effectiveness

**Customized** web-based offerings to assess and disseminate Global Diversity Competencies

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## CONTACT US

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