Building the Inclusive Workplace of the Future

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Context – what is going on right now?

D&I – the changing discourse of diversity

At work – how to embed inclusion

You – how to navigate this new world

How to build an inclusive organisation

- D&I embedded in org strategy
- Data for baseline and targets
- Good governance
- Inclusive leadership
- Debiased systems
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Context: We are living in a time of forced innovation
"We don’t want these things done by 2050, 2030 or even 2021. We want them done now."

Greta Thunberg

The average age of an S&P 500 company is now less than 20 years.
"The most important thing about a technology is how it changes people."

- Jaron Lanier

"Once social change begins it cannot be reversed."

- César Chávez
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**Challenges**

System 1 thinking

Fear

Bias and in groups reinforced

Lack of trust

Hyper-individualism
Hope

System 2 thinking
Greater consciousness
Community
New connections
Personalisation
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How inclusion can be embedded in HR

- Recruitment
- Talent management
- Learning
- Retention
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Reminder: Leadership is about behaviours
1. Empathy

Empathy

- Not everyone has designated space to focus on work
- Pause more often than normal as you can’t read the room
- Social aspect to work when you can’t be physically together
- The role you play in team wellbeing/mental resilience when remote
2. Decision Making

- Think about in/out groups even more
- Make extra effort to call on people in your out group
- Your brain needs to make decisions in a different way with different data points
- System 1 and 2 thinking – does remote working allow for more or less System 2?
3. Tech-savvy Participation

- Have icebreakers
- Use the pay it forward approach
- Rotating chair
- Assign roles for efficiency and to maximise inclusion and contribution
4. Self Awareness

Self-Awareness

- What is your starting point?
- How are you getting feedback now?
- Pause frequently
- Check your stress levels and take frequent breaks
5. Focus

Focus

- The human brain is not designed for multi-tasking
- When you are working, work — try the pomodoro technique
- When you are with family, be fully present with them
- Force yourself to have regular breaks
Takeaway – how do you feel now?

Diversity is a reality | Inclusion is a choice™
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Thank you.

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