

How can you get the most from your employees?

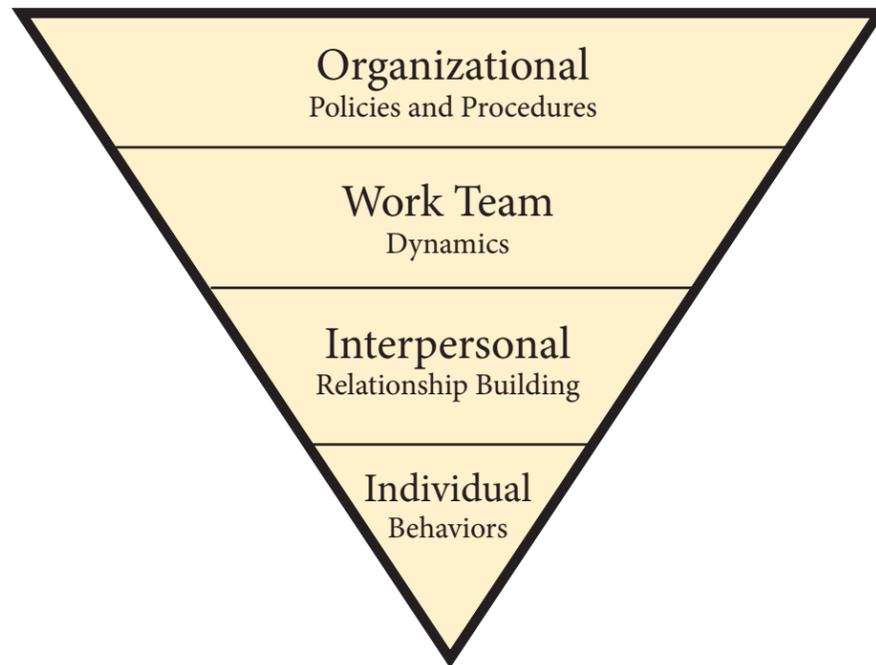
By creating an inclusive workplace culture where employees are *connected, respected, and valued.*

We work with organizations to *SHIFT* individual behaviors, interpersonal relations, procedures, and policies toward inclusion.

These practices create more successful work teams and result in effective and inclusive organizations.

### Inclusion Framework

*SHIFT* supports your organization by connecting your values to the Inclusion Framework. We address diversity, equity, inclusion, and belonging on 4 levels:



## Our Strategy:

We believe that the process of cultivating engaged workplaces takes time and effort and *we are here every step of the way.*

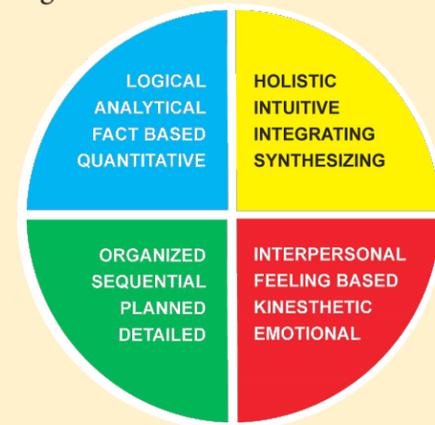


### Inclusive Solutions

- Data Collection and Analysis
- Diversity Scorecards
- Policy and Procedure Analysis
- Relationship Building Through Engaging, Interactive Training
- Implementation of Best Practices in Talent Management of Diverse Workforces
- Developing and Leveraging Diversity Councils and Employee Resource Groups

### Customized Training

- Unconscious Bias and Micro Messages
- Introduction to Diversity
- Cultural Intelligence
- Authentic Dialogue
- Intersectionality
- Thought Diversity Using the Hermann Brain Dominance Instrument (HBDI)
- Identity-Specific Workshops (LGBTQ, Generational, Race/Ethnicity, etc.)



HBDI Whole Brain Model



For more information or to schedule your free consultation, please contact us at (216) 752-3000 or [programs@diversitycenterneo.org](mailto:programs@diversitycenterneo.org)

**Mission:**

*To eliminate bias, bigotry, and racism.*

**Vision:**

*To create communities where all people are connected, respected, and valued.*

SHIFT Consulting is a division of



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**Change is a reality.  
Inclusion is a choice.**