

## An inclusive culture begins with your leadership team

### So what does an inclusive culture look like and why is it so important?

An inclusive culture embraces the perspectives and background of all employees. The more people feel included the more they speak up, collaborate and go that extra mile. Forbes cites teams that follow an inclusive process make decisions twice as fast with only half the meetings. Research also shows that inclusive cultures have increased staff engagement, improved staff retention and a culture that allows for innovation.

And this all starts at the top.

Research by the Harvard Business Review finds that what leaders say and do makes up to a 70% difference as to whether an

individual reports feeling included. Therefore Inclusive Leadership must be front and centre of any Diversity & Inclusion initiative.

As established thought leaders, WorkJuggle have worked with dozens of Irish companies to help transform their businesses. We design and deliver workshops tailor made to the needs of those individual organisations. Our success working with executive leadership teams is rooted in our belief that bespoke, interactive workshops provide the right space for dialogue to begin and change to foster.

## Our customers share their experiences

*"WorkJuggle delivered an engaging, immersive and interactive session that helps us raise awareness of and understand Unconscious Bias, explore its many dimensions, how it permeates much of what we do and to recognise its link to effective decision making.*

*From the onset WorkJuggle demonstrated an ability to work closely with us and to understand our needs as a business and to develop a customised session!*

*I would highly recommend Work Juggle and look forward to ongoing collaboration."*



**Tara O'Rourke**  
Head of Brand Marketing  
Coca-Cola Hellenic Ireland

*"In September, WorkJuggle delivered their inclusive leadership programme to our executive team. It was pleasure to work with Work Juggle and a rewarding experience for all involved. At Dawn Meats we are working to create a more inclusive culture and we recognise this starts with our leadership team.*

*Work Juggle delivered an engaging, interactive and practical session that really resonated with the team and as one participant said "We certainly have been challenged in some of our predisposed thinking – and are taking lessons from this to influence change." Work Juggle were able to customise the content specifically to the needs of our business and engagement was really effective. The leadership team came away from the sessions determined to create a more inclusive work environment that will improve retention and positively impact business performance.*

*I wholeheartedly recommend working with Work Juggle, their professionalism and ability to understand our business needs were superb!"*



**Gill Higgins**  
Group Head of Sustainability  
Dawn Meats and Dunbia

*"WorkJuggle designed, developed and delivered the programme for us to our own specifications. The WorkJuggle team were very open to our feedback at all times. Our input at the design and development stage was taken onboard and reflected throughout the training.*

*The training was interactive and highly engaging. The trainers were easily able to build rapport with the participants and the feedback has been overwhelmingly positive."*



**Maureen Brogan**  
HR Director  
Ibec

### Customers



If you would like to hear more about how our 1 day workshop can help your business please contact us!

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