



## **A Unique Path to Changing the Workplace Paradigm: Culture and Organizational Development**

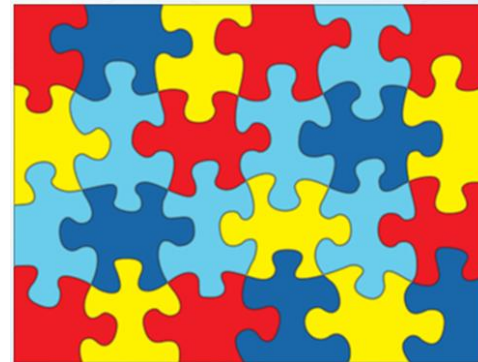
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# *Beyond Diversity to Inclusion*

**Diversity** - focus on getting people who are different into the organization

**Inclusion** - creating an environment of acceptance and appreciation



# *Valuing Diversity*

- 67% of job seekers indicated they evaluated the organizations diversity before accepting a position:
  - 75% of women evaluated diversity
  - 90% of African Americans evaluated diversity

## Valuing Diversity

Job seekers value diversity

90% of job seekers think diversity programs make a company a better place to work

Survey commissioned by The New York Times

## *Diversity Is Not Enough*

- When coupled with an inclusive culture, diversity delivers higher performance, less absenteeism, more customer satisfaction and greater innovation.



2x

as likely to meet or exceed financial targets



3x

as likely to be high-performing



6x

more likely to be innovative and agile



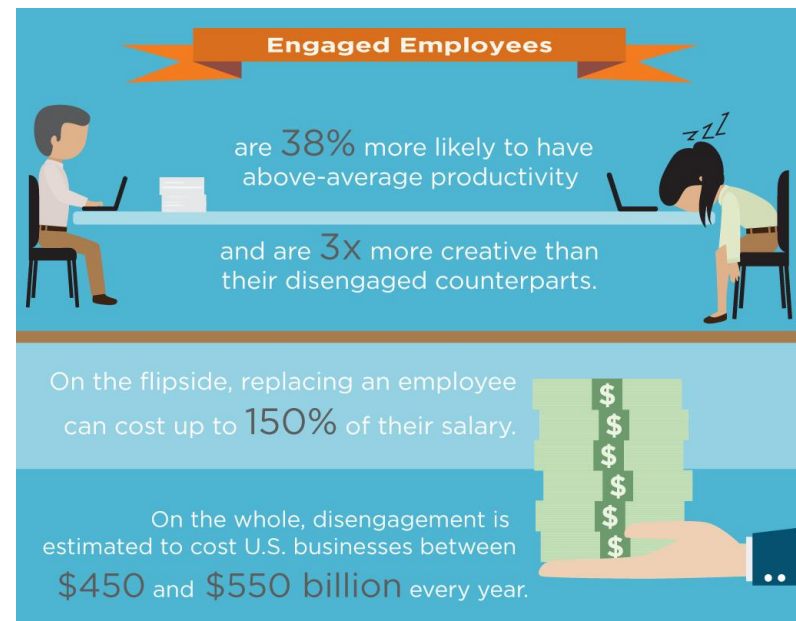
8x

more likely to achieve better business outcomes

Deloitte Insights | [deloitte.com/insights](https://deloitte.com/insights)

# *Inclusion Drives Engagement*

Diversity & inclusion today is no longer about just “checking the box” or “doing good.” It’s about driving strong business performance and results.



# *Engagement Drives Profitability!*



**\$11B**

**is lost annually**  
due to employee  
turnover

(Dale Carnegie Institute)



**Companies with  
engaged employees**  
outperform those without by

**202%**

(Dale Carnegie Institute)

# Diversity and Contracting

## Moving Beyond Mandate to Business Driven

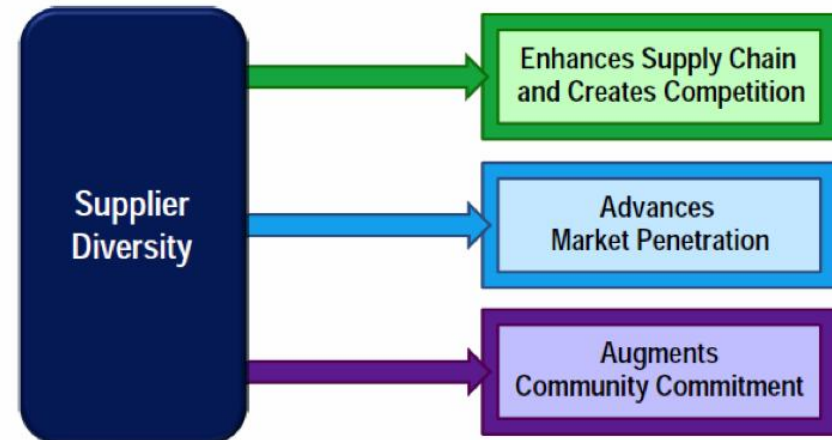
- As the population of ethnic minorities and women increase, their entrepreneurial endeavors will form a greater part of the value and supply chain.

### PEOPLE OF COLOR OWN:



# *ROI of D&I Contracting*

- Increasing market penetration in diversity markets;
- Driving social and economic benefits in targeted communities; and
- Improving corporate image





# Changing Your Cultural Paradigm

- Intentionally “Check” Your Biases and Assumptions.
- Connect, Create and Collaborate with People, Passion and Purpose.
- Create Space to Align Goals, Mission and Measure Progress.
- Hire a Consultant that has Experience in Diversity & Inclusion.



According to McKinsey companies with diverse executive boards enjoy significantly higher earnings and returns on equity



According to Harvard Business School multicultural networks promote creativity



A study by Forbes identified workforce diversity and inclusion as a true driver of internal innovation and business growth



## *Moving Toward Inclusion*

### An Inclusive Workplace is:

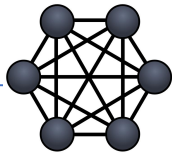
- A working environment that values the individual and the collective within its workforce.
- One that sees, harnesses, appreciates and celebrates employee differences.
- Changes thoughts and releases assumptions.
- Puts words to concept.



**CP3 Paradigm**

**Who We Are**

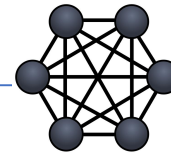
A consulting firm that uses a holistic and integrated approach to help our clients achieve results.



A unique blend of talents, expertise & skills that flex to meet client needs:

Organizational Development & Change, Legal, Project Management, Diversity & Inclusion, Psychotherapy, Human Resources, Instructional Design, Compliance and Regulatory

Minority and woman owned business headquartered in Charlotte, NC





## *The CP3 Paradigm Difference*

### Our Approach

- Integrative, Innovative and Mindful
- Methodology encompasses and addresses risk management, as well as engagement and connection between mindfulness and work product
- Neuroscience for building resilience and outcomes

### Our Process

- Assessment
- Review
- Development
- Re-Engagement
- Culture Shift

*Achieving success by connecting, creating and collaborating with people, passion and purpose in the workplace to shift paradigms.*



## *Questions & Next Steps*

