

EquityLogic™ for Human Systems

A tactical approach to building cultural agility & diversifying organizational strategies



Trainings designed to impact:

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|---------------------------------------|--|
| Employee retention | Inter-workgroup relationships |
| Workgroup and individual productivity | Organizational innovation and adaptability |
| Customer/client satisfaction | Cross-organizational collaboration |
| Problem solving and crisis management | Market penetration |

Harvard Business Review

From *Culture Is Not the Culprit*
Jay W. Lorsch and Emily McTague

Current and former CEOs who have successfully led major transformations say that culture isn't something you "fix."

Rather, in their experience, cultural change is what you get after you've put new processes or structures in place to tackle tough business challenges like reworking an outdated strategy or business model. The culture evolves as you do that important work.

I really appreciated the mindset and ladder of inference exercises. The information and activities were good reminders for dealing with people, listening and being mindful of creating a level playing field with clients. The activities really made me rethink and be honest with myself and led to great discussion.

Training Participant

Common Language Module
Zumbro Valley Health Centers

MODULE 1 *Inclusivity: Core Elements of Proficiency*

This initial module includes an organizational assessment followed by a session that presents and analyzes the human difference spectrum, provides an overview of research on the brain and bias, and provides tools for impacting workplace dynamics in intentional ways. [Assessment and statistical report; One 2-hour session; facilitator delivered]

MODULE 2 *Basic Intercultural Acuity*

This module focuses on unique facets of human culture and how they present and are interpreted in the workplace. Participants identify their own cultural norms and contrast with those of others, with consideration of the precepts of acculturation, pluralism and segregation/integration. [One 2-hour session; web-based resources; facilitator delivered/facilitated small group]

MODULE 3 *Common Language: Modulating for Impact*

This module includes values-based interactive training that develops norms for workplace communication and increases awareness of barriers to organizational integrity and connectivity. Activities include exploring intent versus impact and reflective listening. [One 2-hour session; facilitated small group]

MODULE 4 *Advanced Organizational Agility*

Designed to build on the core tenets identified in modules 1 - 3, these sessions provide tactics specific to organizational goals and metrics. Participants fortify interpersonal and group trust and establish new efficacies for internal and external relationship management. [Minimum three 2-hour sessions recommended; facilitated small group]

MODULE 5 *Structuring for Enduring Equity*

This module includes an in-depth reporting session on organizational aptitude, policy review and recommendations, physical plant review, and consultation on strategies and goals. [Hourly; team delivered small group]

EquityLogic™ for HR: BONUS 1 hour session

This one hour bonus session focuses on ways to improve hiring and retention. Participants will learn how to improve job descriptions, enhance the interview and selection process, and increase inclusivity in workplace culture in order to develop and support a diverse and inclusive workforce.