

Discover Your Greatness.
Hire and Inspire Your Dream Team.

DIVERSITY, EQUITY, AND INCLUSION

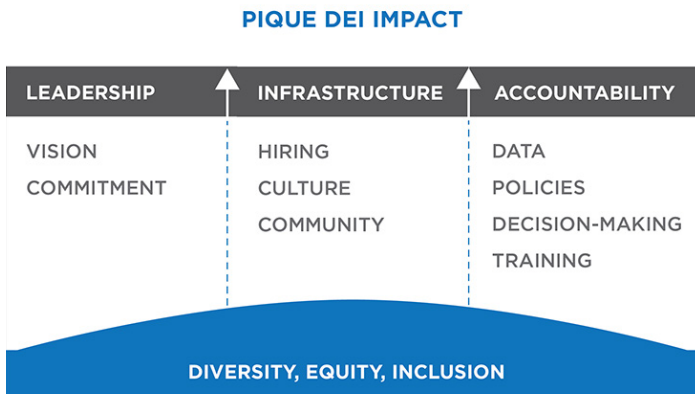
Implementing diversity, equity, and inclusion (DEI) strategies will help your organization optimize talent, improve innovation, increase teamwork, and productivity. You will gain greater access to talent, improve employee retention, increase access to purchasing power, and enhance your reputation. Diversity, equity, and inclusion is a critical component of building effective people strategies.



HOW DO DEI STRATEGIES HELP YOU SOLVE YOUR PEOPLE PROBLEMS?

Impactful DEI strategies will enhance your organization’s culture, engage and retain current employees, attract new talent, increase performance, and improve your business outcomes.

PIQue uses a coaching approach and several strategic analysis tools that reflect the complex ways that diversity, equity, and inclusion are expressed in organizations. PIQue’s model builds on three areas of focus: **Leadership, Infrastructure, and Accountability** that create real DEI impact.



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Leadership: Developing DEI strategies starts with leaders. Creating a unified vision and commitment will help your organization get organized around your mission. Our *DEI Strategic Planning Analysis* will help you understand where your organization currently stands in your DEI journey and what strategies need to be developed to meet your goals.

Infrastructure: Your employees are your greatest asset. Understanding the demographics of your organization is fundamental in creating an inclusive culture. Our *Organizational Demographic Assessment* will help you understand your employees’ diverse identities and allow you to see who is not being represented on your teams and in your organization.

Our *Workplace Culture Assessment* will help you understand your employees engagement levels and their sense of belonging in your organization. A lack of psychological safety can have severe business impacts on trust, respect, collaboration, risk taking and innovation within your organization.

Accountability: Accountability is the secret to the success of DEI strategies. Using data to make decisions, evaluating policies, and implementing DEI staff training will help your organization transform. Track your progress using our *DEI Accountability Dashboard* to measure and communicate your success.

PIQUE DEI FOCUSED WORKSHOPS AND TRAININGS

All PIQue Workshops are customizable to meet your organizational and training needs.

PIQue Diversity, Equity, and Inclusion Workshops:

Develop Your People-First DEI Strategy

- Discover the importance of creating diverse teams for innovation and organizational growth
- Assess where your organization is at on your DEI journey and uncover gaps and challenges to achieving your goals
- Understand your organization's current culture of trust, safety, respect, collaboration, risk taking and innovation
- Create a DEI Action plan that will enhance your organization's culture, attract talent, increase performance and improve your business outcomes

Time – 1 Day | Ideal Group Size – 6-10 Participants

Be Fearless!

- Enhance your organizational culture
- Improve communication
- Encourage innovation
- Improve employee engagement
- Reduce organizational mistakes
- Reduce employee turnover

Time – 2 hours | Ideal Group Size – 15 - 20 Participants

PIQue Diversity, Equity, and Inclusion Trainings:

Diversity, Equity, and Inclusion - What Does it Really Mean?

Learn the history of DEI and why it matters, defining core concepts, DEI philosophies.

The Business Case for DEI

Learn how DEI scales, increases sales, captures new markets, creates a positive public brand perception.

Interrupting Bias

We all have biases. etc. Learn about implicit associations, unconscious bias, and acceptance vs. tolerance.

How We Identify - Pronouns and Beyond

Learn the visible and invisible dimensions of identity, stereotypes, “us vs. them” thinking, privilege and power, micro-messages and subtle acts of exclusion.

How to Have Brave DEI Conversations

Learn how to navigate DEI conflicts, micro-affirmations and micro-aggressions, interrupting offensive messaging in a respectful way, how to be an advocate and an ally.

Leading the Multigenerational Workplace:

Understand the 5 workforce generations, manage assumptions, adjust perspectives, embrace differences, encourage mutual learning, retain talent, attract new talent, and thrive as a multigenerational team.

Time and Group Size Varies

Get Engaged! Contact **PIQue Coaching & Strategy Group** to learn more about how we can help you achieve your leadership and organizational goals.

PIQue Coaching and Strategy Group

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