

# DIAGNOSTIC, ADVISORY AND CONSULTING SERVICES

SUPPORTING TRANS & GENDER  
DIVERSE INDIVIDUALS IN  
ORGANISATIONS

SEE  Change Happen

SMILE | ENGAGE | EDUCATE

DIVERSITY – INCLUSION – BELONGING

...BECAUSE THE WORLD ISN'T ONLY BLACK AND WHITE



- Our core business services are;
  - Transgender Awareness and Inclusion
  - Subject Matter Expert
  - Workshops, Seminars and Executive Briefings
  - Keynote and Conference Speaking
  - Diagnostic and Advisory Services
  - Training and Workshops
  - Mentoring and Coaching
  - Blogging, Vlogging and Podcasts
  - TV and Radio Interviews
  - Panel Host and Participant

# About Us

Founded in 2017 to provide  
Diversity, Inclusion &  
Belonging Advice and  
Consultancy to businesses and  
organisations throughout the  
UK, Europe and elsewhere

# Who are we?

Our Principal Consultant



Joanne Lockwood

Founder & CEO

Joanne is a leading authority on Diversity, Inclusion & Belonging and specialises in promoting Transgender Awareness. She provides support to businesses and organisations throughout the UK, Europe and elsewhere. With her IT and Technical background she is well placed to advise on platform solutions and integrations across systems.

As an International Keynote Conference speaker, Joanne delivers workshops, seminars. Through her engagement with organisations, she helps to develop policy & best practise in order to promote inclusion & belonging for all people. By challenging biases, existing thinking and processes she helps them to develop a Vision and Strategy for Conscious Inclusion.

In addition to her consultancy to she is an Advisory Friend of The Institute of Equality & Diversity Professionals, a Member of The Rotary Club and The Professional Speaking Association. She sits as an Expert by Experience member for University of Southampton. As a Fellow of the Royal Society for the Encouragement of Arts, Manufactures and Commerce, she believes passionately that “people are people” and, no matter who they are, deserve to be treated with dignity and respect.

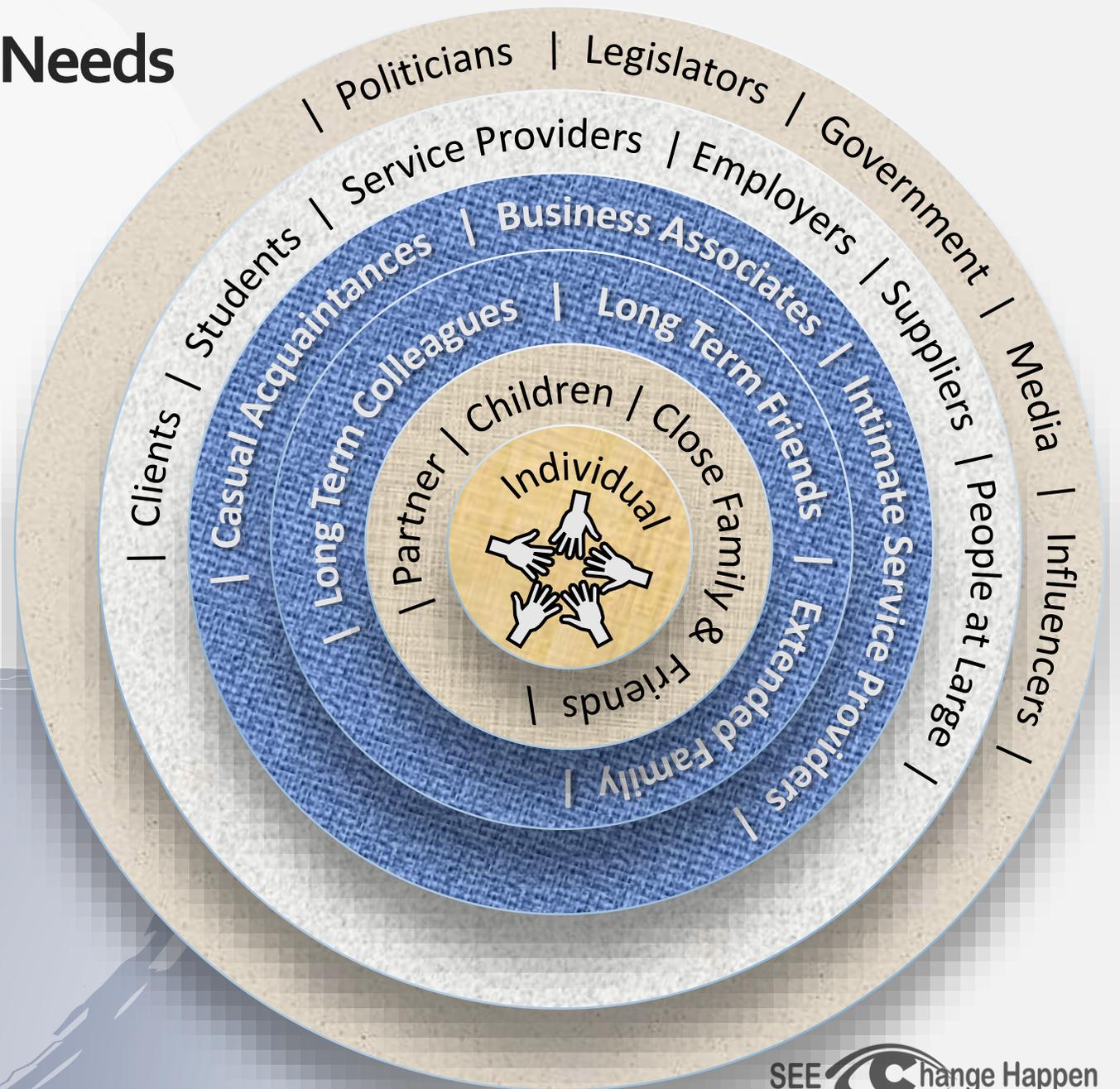
Joanne lives by the mantra of “*Smile, Engage and Educate*” in order to promote awareness and understanding to overcome people’s fear of getting it wrong, because the world isn’t only black and white!

# Differing Support and Training Needs

## SPECIFIC

- Mentoring & Counselling
- Awareness
- Terminology
- Allyship
- Policies & Procedures
- Inclusion & Belonging
- Representation & Visibility
- Integration & Protection

## GENERIC





Learning &  
Development



Mentoring  
Programmes



Diagnostics and  
Consultancy



Seminars and  
Speaking

# How we can help?

We are able to engage and work with your organisation across a wide platform of initiatives

## Learning & Development

Our engagement services compliment and work with your existing Talent Acquisition, People and D&I teams to empower and support them to deliver your organisation's vision and values.

We believe that collaboration is at the heart of evolving culture and belonging

- Training delivery
- Talent Acquisition
- Facilitated workshops
- Executive briefings
- Video and written materials
- Co-developed materials
- E-learning modules

## Mentoring and Coaching Programmes

Our engagement services compliment and work with your existing Talent Acquisition, People and D&I teams to empower and support them to deliver your organisation's vision and values.

We believe that collaboration is at the heart of evolving culture and belonging

- 1-2-1 mentoring and coaching
- Group facilitated workshops
- Assigned mentor/champion
- Peer-to-Peer & 180 feedback
- Coaching Managers & HR
- Support and guidance
- On-Line or face-2-face

## Diagnosics and Consultancy

Our engagement services compliment and work with your existing Talent Acquisition, People and D&I teams to empower and support them to deliver your organisation's vision and values.

We believe that collaboration is at the heart of evolving culture and belonging

- Trans Inclusion Diagnostics
- Policy and Process Reviews
- Employee Engagement
- Fairness of Experience Review
- Communication & Briefings
- Challenge Thinking

## Seminars and Speaking

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- Lunch & Learns
- Executive Briefings
- Conference Keynote
- Webinars
- Pride Events

# Learning and Development

Different depths of knowledge are required to meet the level of detail required

## 101

Introductory Level

For Everyone

Terminology

Language

Allyship

## 201

Intermediate Level

For Leaders

Culture

Inclusion & Belonging

Awareness

## 301

Advance Level

For HR + D&I

Policies

Procedures

Governance

# Your Challenges

What we hear is...



## Engaging People

With a global talent shortage in an fast changing world, it is important to widen our appeal and keep the people we value.

Being open and an employer of choice for all will reap rewards.



## Nurturing Culture

Knowing how staff feel, allowing them to bring their whole selves to work, means they will be more productive and engaged. Less presenteeism.

Engagement backed by data, metrics and insights is the key.



## Living on a Budget

Many D&I Teams have little or no budget or head count to implement or utilise systems and processes

Expenditure can be offset against reduced cost per hire, improved sickness records, staff retention and other productivity gains



## Getting Buy-in

D&I projects often fail due to lack of buy in at the most senior level.

Leveraging data and metrics allows C-Suite to track progress and support D&I initiatives.



## Finding the Start

The D&I mountain often seems dauntingly high. Knowing where to start is important.

Breaking the project down once the values and vision are established is critically important.

# Core Values and Objectives

All of our programmes are underpinned by common values and objectives

## Trust & Confidentiality

- Fundamentally all initiatives must have trust and confidentiality at their heart
- People will only buy-in and share themselves if they understand the purpose of the data collected and how it will be put to use
- Authenticity and a genuine ambition to evolve culture is essential



## Evidence and Metrics

- Initiatives must have an output, they must be measurable and inline with the vision and values of the organisation
- Reporting will highlight areas of impact and expose areas of insight for further investigation
- The D&I journey is a continual process not a final destination



## Return on Investment

- In order to realise an ROI initiatives should generate opportunities through; retention, productivity, and employee engagement
- Diverse teams will leverage insightful opportunities for creativity and alignment with customers and stakeholders
- Intangible “doing the right thing” is important

# WE ARE HERE TO HELP

We will meet with you either in person or  
via a video chat to discuss how we can  
engage with your organisation

Let's continue the conversation

## CONTACT US

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