

Available Face to Face
or Online Delivery



EDUCATION AND CONSULTING SERVICES

INCLUSION, BELONGING,
CULTURE, AND PEOPLE

SEE  Change Happen

SMILE | ENGAGE | EDUCATE

DIVERSITY – INCLUSION – BELONGING

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

CONTENTS

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1. [Our Approach](#)
2. [Training Outlines](#)



- Our core business services are;
 - Inclusion and Belonging
 - Subject Matter Expertise
 - Workshops, Seminars and Executive Briefings
 - Keynote and Conference Speaking
 - Diagnostic and Advisory Services
 - Transgender Awareness and Inclusion
 - 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 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!

Joanne Lockwood

Founder & CEO
SEE Change Happen



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

- Inclusive Hiring Strategy
- Policy and Process Reviews
- Employee Engagement
- Fairness of Experience Review
- Communication & Briefings
- Challenge Thinking

Seminars and Speaking

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

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

Your Challenges

What we hear is...



Engaging People

With a global talent shortage in a 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

Learning and Development

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

Available Face to Face
or Online Delivery

101

Overview Level

For Everyone

Terminology

Language

Awareness

201

Facilitation Level

For Organisations

Culture

Inclusion & Belonging

Measurements

301

Consulting Level

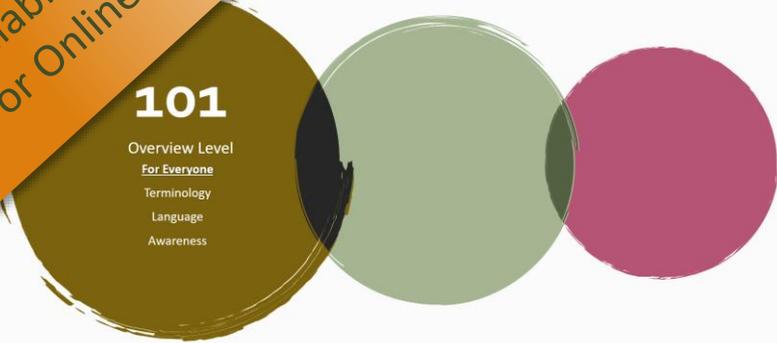
For People People

Policies

Procedures

Governance

Available Face to Face
or Online Delivery



101 - Overview Level

- Who:** Suitable and Relevant for all
- Duration:** Typically 30 - 60 mins
- Format:** Lecture or Webinar with Q&A
- Equipment:** Projector, Screen, Audio, Internet
- Audience:** Workplace, Club, Organisation
- Cost:** £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

Overview

These presentation are 101 introductory and overview level sessions, delivered as either a standalone or a preparation for deeper dive 201 and 301 sessions and workshop.

Delivered face to face or online as in a lecture or webinar style, they often utilise smart phones to interact with quizzes and follow up with Q&A.

These can be timed as a keynote, a lunch and learn, or plenary session and are suitable and relevant for all staff, members and stakeholders.



Available Face to Face
or Online Delivery

101

Overview Level
For Everyone
Terminology
Language
Awareness

101 - Overview Level

Who: Suitable and Relevant for all

Duration: Typically 30 - 90 mins

Format: Lecture or Webinar with Q&A

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

101 - Why Bother with Inclusion

How organisations are now hyper aware of the need evolve their culture to allow people to just "be themselves", have a feeling belonging is critical to attract and retain a team of top performers.

Too often D&I is seen as an HR or People function, but in reality it sits across the whole business and impacts how we design, deliver and provide support to our customers and stakeholders.

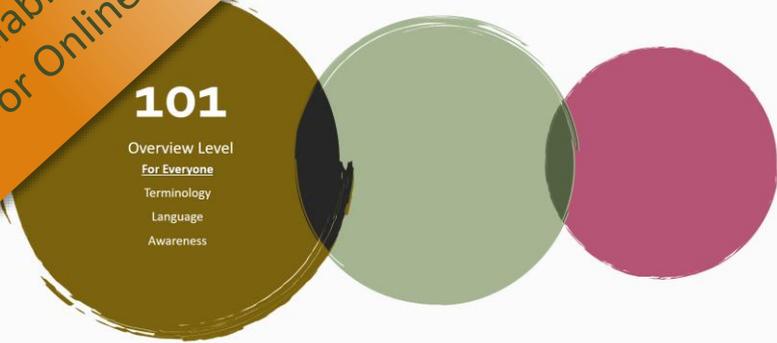
This session challenges to understand why the approach currently taken by many organisations is broken. Most of our biases are conscious and it is therefore the responsibility of organisations to develop a conscious inclusion culture and vision.

You will learn about strategies as a starting point for this journey, the destination is up to you!

Key Takeaways

- Understand the need for a Shared Vision for Inclusion
- Discover the Continuum of Inclusion and how to be Consciously Inclusive
- Appreciate why that simply hiring diverse talent won't work if the organisations culture isn't fit for purpose.
- Learn strategies for opening up conversations and building empathy

Available Face to Face
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101 - Overview Level

Who: Suitable and Relevant for all

Duration: Typically 30 - 60 mins

Format: Lecture or Webinar with Q&A

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

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101 - Outing the imposter with us

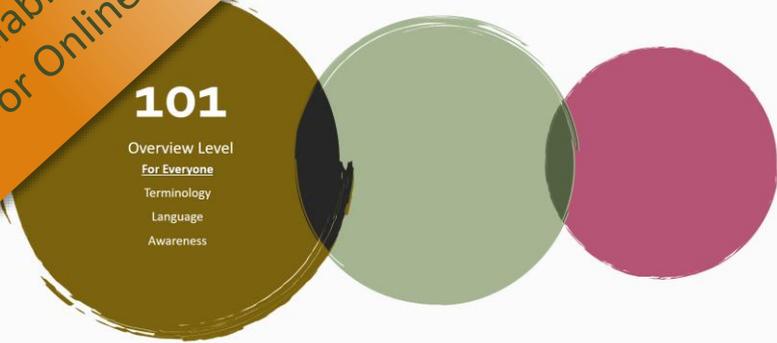
It is staggering how many people suffer from imposter syndrome. Did you know that many world leader and well known celebrities past and present all suffered from this condition?

It can have a negative effect on our work and the way that we view ourselves in the workplace. The Imposter Syndrome describes a condition where we feel that we don't deserve the position or responsibility that we have. We find it difficult to take pride in our achievements and have the feeling that we are a 'fraud'.

Participants will gain a clear understanding of what Impostor Syndrome is and will have the opportunity to start thinking through the impact of it on their behaviour. Participants will also be provided with the tools needed to become more effective and confident individuals through practical means.

Key Takeaways

- Understand Imposter Syndrome and where it comes from
- Look at the effect it may be having on you and your work
- Develop strategies to combat it and to monitor your progress



101 - Overview Level

Who: Recruiters and Hiring Managers
Duration: Typically 30 - 60 mins
Format: Lecture or Webinar with Q&A
Equipment: Projector, Screen, Audio, Internet
Audience: Workplace, Club, Organisation
Cost: £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

101 - Fostering an Inclusive Recruitment Ethos

Inclusive recruitment is a core skill for managers. Their ability to recruit and select talent in an inclusive way has a direct impact on the quality and diversity of your talent.

Your managers need to understand the nuances of recruiting for cultural fit to positively impact employee engagement and retention. Successful hiring managers can build diverse teams who have enhanced abilities to be creative and innovative at work.

There is also a paradox in so much as whilst many organisations want to be more diverse in their recruitment strategy, most unbiased recruitment process prevent positive action strategies to be realised.

Key Takeaways

- An understanding of the types of unconscious bias, and their impact on the recruitment process
- Awareness of the power of assumption, association and preference and how that drives the idea of culture 'fit' in an organisation
- The practical tools they need to design person specifications and selection criteria that are fair, clear and avoid adverse impact
- Understand about tracking diversity initiatives and positive action

Available Face to Face
or Online Delivery



201 - Facilitation Level

Who: Leaders and People who have People

Duration: Typically 60 – 240 mins

Format: Facilitated Interactive Workshop

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

Overview

These sessions are often used as a kick off to a D&I consultancy engagement and programme to set the scene and bring people to the same level of knowledge and understanding.

They are generally delivered as a half-day standalone deep-dive workshops that contains a presentation, facilitated round table discussions, together with actions, summarisations and agreement on next steps and priorities.

Typically sessions have between 15 and 20 people in a cabaret style room layout and are often most relevant for leaders and those with people or customer responsibility.

Available Face to Face
or Online Delivery



201 - Facilitation Level

Who: Leaders and their Teams

Duration: Typically 3 – 4 hours

Format: Facilitated Interactive Workshop

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

201 - Culture: Your Journey to Conscious Inclusion

We often talk about and invest thousands in training to minimize our Unconscious Biases. These biases in turn lead to conscious exclusion, or discrimination.

What we don't do though is to implement strategies and measurements to ensure that organisations move to a culture of Conscious Inclusion where we truly value everyone for what they can bring to an organisation when building teams. Without an embedded core vision and ethos many of these initiatives ever bare fruit or drive real change.

This session covers how belonging is at the core of our needs as a human being, why biases exist, and how through mindset changes we can open up to accept new perspectives. Ultimately it is how we perceive a situation or person that heavily influences our reaction to an event that in turn leads to an outcome.

This session will help you to come together as a team to help you start to evolve your culture of inclusion and belonging.

Learning Objectives

- To develop an awareness of the principle of diversity, inclusion and belonging with a focus on supporting the needs of individuals
- Understand our own individuality and how that can be used to build an empathy bridge to others
- To develop techniques to be able think and challenge inclusively
- To be able to understand how power and privilege together with a negative bias can lead to discrimination or exclusion
- To be able to build and implement sustainable corporate inclusion strategies that delivery measurable results from pre-hire to retire

201

Facilitation Level
For Organisations
Culture
Inclusion & Belonging
Measurements

201 - Facilitation Level

Who: Leaders and People who have People

Duration: Typically 3 – 4 hours

Format: Facilitated Interactive Workshop

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

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201 - Leadership: Evolving an Inclusive Culture

As a leader you are responsible for generating trust, building authentic relationships and effective teams. It is vital that you lead by example and inspire excellence in others.

This session will help you to develop and apply your skills as an inclusive leader. You will learn more about working with diversity and inclusion to include all types of people to confidently engage with you as a leader.

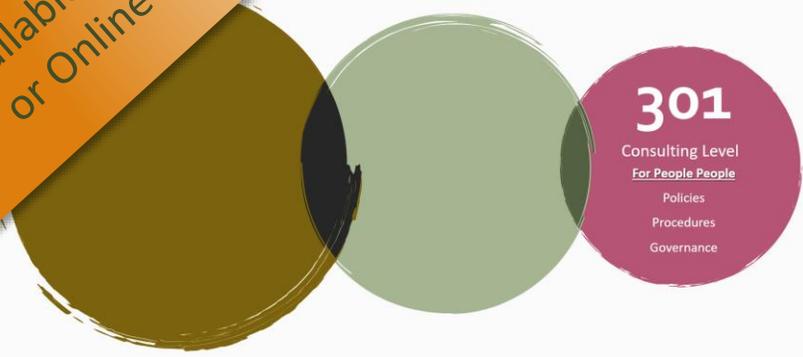
Leadership is about influencing others through personal attributes and behaviours, underpinned by emotional intelligence, to achieve prescribed outcomes. Inclusive Leadership is about treating people and groups fairly based on their unique characteristics, rather than acting on biases derived from stereotypes.

This session will help you to develop and apply your skills as an inclusive leader.

Learning Objectives

- Gain the emotional intelligence skills to make you a successful inclusive leader in today's business environment
- Identify how working with diversity and inclusion can lead to better outcomes within the organisations that you work with
- Techniques to manage bias in oneself and others
- Explore the best ways to communicate, motivate and work with feedback
- Understand and Develop the 6 key traits of inclusive leaders
- Interpret how thinking works; how it can help and hinder you as an inclusive leader
- Differentiate your leadership capabilities through inclusion and the application of emotional intelligence

Available Face to Face
or Online Delivery



301 – Advanced Level

Who: D&I, HR and People Professionals

Duration: Typically a Full or Multi-Day Workshop

Format: Presentation, Facilitation and Interaction

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

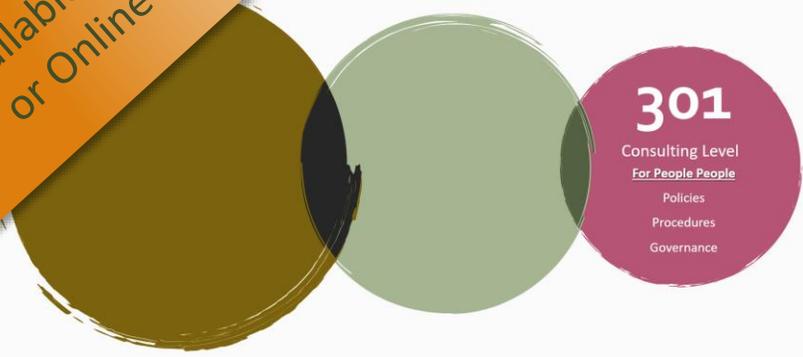
Overview

These sessions are designed as part of a consultancy assignment or project in order to help organisations develop policy, and to gain a more personal experience of how to handle conversations through role-play, talking through example videos and facilitation to draw out the specific and relevant needs.

They will often revolve around templates that are provided as the basis for discussion, and working through Employee Engagement Feedback to understand current situation and areas to be prioritised.

These are aimed at people who are implementing and supporting policy and their people.

Available Face to Face
or Online Delivery



301 – Advanced Level

Who: D&I, HR and People Professionals

Duration: Typically a Full or Multi-Day Workshop

Format: Presentation, Facilitation and Interaction

Equipment: Projector, Screen, Audio, Internet

Audience: Workplace, Club, Organisation

Cost: £POA + Travel & Expenses

(Zero VAT - we are not VAT registered)

301 - Designing to Support Inclusion and Diversity

- Bespoke facilitated day or multi-day workshop for around 12-20 people
- Working through employee engagement feedback to identify key areas to improve, train or address
- Identify key challenges, with stakeholders, clients, suppliers that will need to be involved and included.
- How to engage with staff networks and how build trust with an allies programme.
- Be able to walk through and role play and become comfortable having uncomfortable conversation.
- Understand how you as an organisation have to protect and advocate for your all you employee
- Implement guidelines and language on how to interact with service users or customers and the challenges that may bring
- Look at Anti-Discrimination and Anti-Bullying reporting mechanisms
- Draft a company wide training plan needs analysis for implementation.

Key Takeaways

- Tailored Policy and Culture Framework
- Knowledge to be able to support leaders and people
- Identifying Areas when improved support is needed

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

Joanne Lockwood 

+44 7802 215457 

jo.Lockwood@seechangehappen.co.uk 

seechangehappen.co.uk 