

CREATING EQUITABLE PLACES TO WORK

We help organisations to **accelerate** their journey towards **sustainable gender equality** by providing them with strategic advisory services, research and a range of practical solutions that create equitable places to work. Our virtual seminars focus on creating a workplace culture where all employees feel supported, valued and less likely to leave their organisation.

Seminar topics



Inclusive leadership

- ▶ A framework for inclusive leadership: Picking up the 'PACE'
- ▶ Why women leave: the role of leaders in stopping the leaky pipeline
- ▶ How to create a psychologically safe place to work
- ▶ Making flexible working work
- ▶ How to maximise inclusion at work (for managers or employees)



Allyship & sponsorship

- ▶ How can we further a culture of allyship?
- ▶ How do men feel about diversity and inclusion?
- ▶ Embracing equity through sponsorship
- ▶ How to recognise and minimise bias and subtle acts of exclusion
- ▶ How to have empathetic conversations with your team



Health & wellbeing

- ▶ Understanding stress and how to skillfully handle it
- ▶ How to help your team sustain their resilience
- ▶ Developing emotional agility for sustained wellbeing
- ▶ Introduction to mindfulness at work
- ▶ Understanding the impact of the 4 Ms: Menopause, Miscarriage, Maternity and Monthlies



Career Momentum

- ▶ Overcoming imposter syndrome
- ▶ How to make networking work for you
- ▶ Raising your profile at work
- ▶ Excel in your career with confidence
- ▶ Communication and influencing skills for building positive relationships

All seminars are delivered by one of our experienced coaches and equality experts at Encompass Equality. Bios for the team can be found on our website. Seminars can be delivered to tie in with diversity and inclusion awareness days. A calendar of relevant dates can be found overleaf.

What our clients say

“ *Extremely knowledgeable and easy to work with.* ”

Harriet Connolly, Associate Director, Leadership Programmes, People and Culture, Grant Thornton International

“ *Top-notch practical advice and guidance.* ”

Helena Curtis, Talent and DE&I Lead, Shawbrook Bank

Annual packages

- ▶ One seminar: £2,000
- ▶ Annual package of 6 seminars: £10,000 (1 seminar free)
- ▶ Annual package of 12 seminars: £18,000 (3 seminars free)

Seminars are virtual and include one advance planning meeting and a handout resource for participants. Fees exclude VAT.

For an additional fee, seminars can be delivered in-person, tailored to suit your organisation and/or include a panel event or interview element. All seminars are also available in French, German or Spanish. Please do contact us to find out more.

Menopause & fertility

See our separate solutions around specific women's health support on menopause and (in)fertility in the workplace.

CONTACT US TO SEE HOW WE CAN SUPPORT YOU

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Building equitable places to work is an ongoing process that requires continuous effort and learning. All of our seminars can be delivered to tie in with global, UK or organisational diversity and inclusion awareness events.

Diversity and Inclusion Calendar 2024

January	24 January: Ally Inclusion Day
February	1 February: Time To Talk Day (Mental health awareness)
March	Women's History Month 8 March: International Women's Day
April	Stress Awareness Month
May	13-19 May: Mental Health Awareness Week
August	8 August: International Allyship Day
September	18 September: International Equal Pay Day 23-29 September: National Inclusion Week
October	9-15 October: Baby Loss Awareness Week 10 October: World Mental Health Day 18 October: World Menopause Day
November	19 November: International Men's Day TBC, November: The Fawcett Society Equal Pay Day

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