



# i2i<sup>TM</sup> inclusion to INNOVATION

*moving from employee to human experience*

**DEI initiatives should never stand on their own.** i2i<sup>TM</sup> connects DEI to your organizational priorities and enables teams to integrate inclusion, learning, performance, and innovation into a seamless working environment. Based on 60+ years of research on team dynamics and psychological safety, i2i<sup>TM</sup> empowers teams and individuals by:

### CREATING INCLUSION

Inclusion satisfies the basic human need to connect and belong. Level of acceptance by peers is among the most reliable indicators of one's engagement and performance at work.

### ENABLING LEARNING

Learning requires asking questions and encouraging employees to treat mistakes as growth opportunities. In our rapidly changing world, learning drives capability.

### UNLEASHING PERFORMANCE

Unleashing performance requires leaders to deliver clear direction and accountability, while empowering teams to contribute in creative ways—the opposite of micromanaging.

### UNLOCKING INNOVATION

Innovation is stifled within “that’s the way we’ve always done it” cultures. To unlock innovation, employees need to feel safe and rewarded for challenging the status quo.

## Our Process

### Engagement

- Hosting a Leader and Team Kick-Off Session
- Completion of the brief 4-Stages Survey by team
- Conducting a 4-hour workshop to review results, identify priorities, and create development plans

### Development

- Deploying individual and team development plans
- Enabling just in time learning through the portal
- Using check-ins to monitor progress and barriers

### Impact

- Conducting a follow-up survey at the 10-week mark
- Compiling a before and after comparison report
- Hosting a team wrap up and transition meeting



Nearly half of Americans report feeling lonely (46%) and/or left out (47%) at work. Feeling included increases job performance (56%), reduces employee turnover risks (50%), and significantly decreases the number of sick days team members take (75%).