



i2iTM inclusion to INNOVATION

moving from employee to human experience

DEI initiatives should never stand on their own. i2iTM 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, i2iTM 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%).