

# The Empathy to Equity Blueprint



## Leadership, D.E.I. & Communication Program

A 4-Part Framework For Creating Inclusive, Engaged, Modern Workplaces

1

### Empathy at Work

Step 1 provides a foundation for this work.

**Learn to:**

- Listen with compassion
- Adopt different perspectives
- Develop self-awareness
- Respond not react

Create a culture that supports **wellbeing, connection and innovation.**

2

### Eliminate Bias

Step 2 reveals the flaws in our associations.

**Understand:**

- How bias and inequities show up and hold you back
- How to break bias

Increase fairness, reduce toxicity and **give everyone the chance to succeed.**

3

### Equity & Inclusion

Step 3 allows diversity & belonging to flourish.

**Upgrade:**

- Your employee D.E.&I. lifecycle
- Your strategies to foster equity

Attract, develop and retain loyal people. **Reduce turnover and attrition.**

4

### Engagement, Transparency & Communication

Step 4 anchors your transformation.

**Develop:**

- An environment of psychological safety
- Fearless teams & leaders
- A collaborative, open culture

Support **collaboration, engagement and productivity.**

# The Empathy to Equity Blueprint

## Program Detail

A 4-Part Framework For Creating Inclusive, Engaged, Modern Workplaces

1

### Empathy at Work

#### Keynote:

- Elevating Empathy

#### Workshops:

- Empathy @ Work
- Empathy for Leaders
- Empathy under Pressure
- Develop Self-Awareness

2

### Eliminate Bias

#### Workshops:

- Diversity & Inclusion Basics - Understanding Bias, Power & Privilege
- Breaking Bias, Creating Equity - Interventions & Nudges for Leaders & Managers

3

### Equity & Inclusion

#### Keynote/workshop:

- Inclusive Leadership for the Modern Workplace

#### Workshops:

- Being Fair: Building Equity & Inclusion into your Employee Life Cycle
- Microaggressions & Bystander interventions

4

### Engagement, Transparency & Communication

#### Keynote/workshop:

- Deliver Effective, Empathetic Feedback

#### Workshops:

- Challenging Conversations
- Inclusive Meetings
- How to Ask for What You Want
- Choose to Challenge - Speaking Up at Work

# The Empathy to Equity Blueprint

## Transform Your Organisation

What's Next?

### Don't get left behind...

Workplaces are changing. Top down leadership no longer works. Employees are insisting upon equity, inclusion and an environment of care. They want leaders and managers who are compassionate, transparent, and transformational.

### Is your culture serving your people and your business?

Are your leaders ready for this shift, equipped with the skills and know-how to support their teams? Do your people know how to communicate effectively, displaying empathy, respect and self-awareness?

### Reduce turnover, increase engagement.

Get in touch to talk about what's next for your business, a full discussion of The Empathy to Equity Blueprint, and how we can partner with you to transform your organisation.

Book your discovery session at [sholakaye.com/30](https://sholakaye.com/30)



Or email [info@sholakaye.net](mailto:info@sholakaye.net) to get started.



# The Empathy to Equity Blueprint

## Transform Your Organisation

### What People Say



“ The content was so powerful and authentically delivered, our teams are still raving about it today. ”

Hotwire PR



“ Our HR team would like to incorporate some of the tools you gave us into the updated manager training programme. ”

The United Nations



“ Can't thank you enough for an eye-opening session. A month after the training it's still so fresh in our minds. ”

American Express

