

EMPATHY & DEI

THE EMPATHY TO EQUITY BLUEPRINT TOWARDS A LESS BIASED, MORE ENGAGED WORKPLACE

1. EMPATHY @ WORK

Step 1 provides a foundation for this work.

Learn to:

Listen with compassion
Adopt different perspectives
Respond not react

- KEYNOTES
- WORKSHOPS
- LEADERSHIP TRAINING

2. ELIMINATE BIAS

Step 2 reveals the flaws in our associations.

Understand:

Why we have bias
How it shows up
How it's holding you back
How to break it

- WORKSHOPS
- LEADERSHIP TRAINING

3. EQUITY & INCLUSION

Step 3 allows diversity & belonging to flourish.

Examine:

The employee DEI lifecycle
Strategies to foster equity & fairness

- WORKSHOPS
- LEADERSHIP TRAINING

4. ENGAGEMENT, TRANSPARENCY & COMMUNICATION

Step 4 anchors your transformation.

Create:

Fearless teams & leaders
An open, innovative environment
Happy, productive people!

- KEYNOTES
- WORKSHOPS
- COACHING

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THE EMPATHY TO EQUITY BLUEPRINT PROGRAMME DETAIL

EMPATHY @ WORK

Keynotes:

- The E-Word
- The 3 Cs of Empathy
– curiosity, courage
& being a catalyst

Workshops cover:

- Empathy @ Work
- The Courage to FEEL
- Listen to Connect
- Empathy for Leaders

ELIMINATE BIAS

Workshops cover:

- Unconscious Bias
- Breaking Bias –
Unconscious Bias for
Leaders

EQUITY & INCLUSION

Workshops cover:

- Being Fair: Building
Equity & Belonging
into your Employee Life
Cycle
- Inclusive Leadership
- Being an Ally
- Reducing Racism at
Work

ENGAGEMENT, TRANSPARENCY & COMMUNICATION

Keynote:

- SAY IT on the Spot!

Workshops cover:

- Difficult Conversations
- Inclusion for Introverts
- Dealing with
Microaggressions
- Running Inclusive
Meetings
- Communication Skills
for Remote Teams

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ABOUT SHOLA

BIO

Shola Kaye MSc is an award-winning TEDx speaker, author of two books and a Cambridge University graduate. She has 'lived experience' as a minority working in the tech, consulting and financial services industries in the UK and USA. Her mission is to create inclusive workplaces with open, supportive communication.

Shola's work has appeared in Forbes, The BBC and Harper's Bazaar. Her clients include Deloitte, AmEx and The UN.

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

"I thought Empathy was a nice to have. Now I realise its importance in every day life." – Deloitte

"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

