

Allyship

A Workshop on Developing
High-Performing Diverse Teams





The Allyship Program Will Show You...

- How to be an Ally and recruit other Allies in your company
- How to use Allyship to promote success and increase opportunities for members of marginalised groups across the whole organization
- How to use Allyship to improve your team's productivity and innovative thought
- How to build your own strategies and action plans to make your company more inclusive and equitable by mobilising Allies

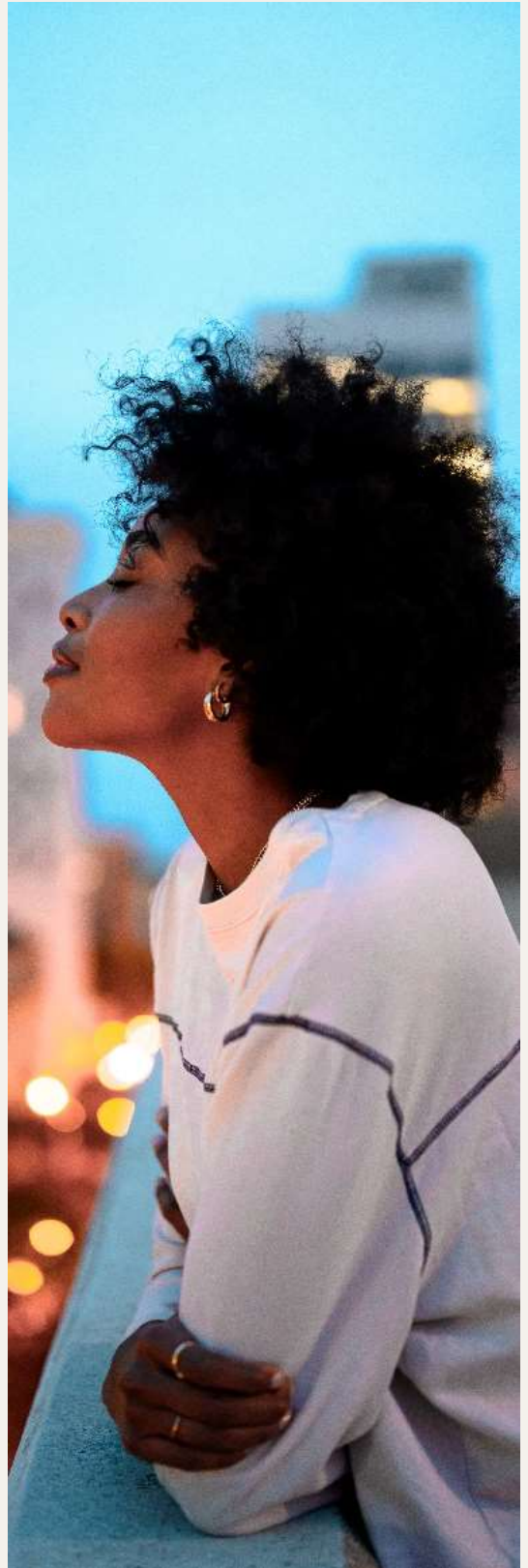
Program Content

The program is all about increasing awareness of what it means to be an Ally plus teaching strategies to enhance work cultures through actively promoting equality.

We start off by engaging participants in an experience where, in groups, you break down and solve a problem while navigating the gap between privileged and marginalised groups. We emphasize here that we are all part of some privileged group, based on our diversity footprint, and therefore can all act as Allies.

Our aim here is for the “ah-ha” moment – a realization through lived experience of exactly what it means to be an Ally and how that can help you solve the increasingly complex problems that companies are now tackling when attempting to unlock the power of diversity.

The program has three modules.



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Module #1

The Empowering Ally: The Ally Mindset and its Positive Effect on Diversity and Inclusion

- Mapping out your personal privilege based on your diversity footprint
- Understanding what it means to be an Ally
- Learning to adopt a growth mindset in relationship to marginalised groups and their perspectives
- Understanding the power of building authentic mutually beneficial relationships with marginalised groups and/or individuals
- Learning to build relationships of trust with marginalised groups

Module #2

Drive High-Performing Teams with Allyship

In this module, we bring in the science. We draw on the latest research to show you how Allyship widens the talent pool by creating fresh opportunities for marginalised groups in the workplace. This puts everything you learned in Module 1 in perspective. The aim is to give you an idea of how to approach Allyship in your company. We focus on:

- The best practices for recruiting Allies in a global workforce
- How to build awareness of marginalised groups
- The need to understand Allyship as an engine for improving cognitive diversity
- Advancing marginalised individuals in teams through Allyship
- How to embed Allyship principles in the workplace through individual and team-based work

Module #3

Implementing Strategies for Building enhanced Cultures through Allyship

Everything you've learned, experimented with, and considered until this point in the program will be utilized in developing your own personalized roadmap towards enhancing culture through Allyship at your workplace. Combining the lived experience of Module 1 and the knowledge of Module 2, you're now ready to act. You're ready to be an Ally. Some of the things we'll focus on in this module are:

- Mapping present and future Allyship goals
- How to win the global war for talent by navigating the workplace with Allyship focusing on the power dynamics between privileged and marginalised groups
- Explore what we know about culture change through Allyship
- Creating individual strategies based on long-term commitment to Allyship





References & Recommendations

"We have greatly benefited from LIVING INSTITUTE and their facilitation of processes for our Board of Directors. They have provided knowledge and sparring for our administration as well as organized workshops for both the staff and the specialist association. LIVING INSTITUTE has inspired and motivated our efforts to improve the diversity in DIF sports."

Morten Mølholm, CEO, DIF

"You can read all the books and hear the many talks about D&I, but what I took away from this intensive training was a whole picture and a frame based on research and facts. It has given me the capabilities to move the agenda forward."



References & Recommendations

“Not really knowing what to expect on a complex culture journey like this, I was struck by the quality of the final result

In our case the innovative and surprising result was, that instead of a set of values we ended up with 4 cultural drivers, that now has become a stronger and stronger part of our internal dialogue.

I’m proud of this, and proud of the recognition of the cultural drivers in our organization globally.

The work we did was an accelerator for us to really focus on the purpose:

“We work for a better world”

“I wish that I'd had the opportunity to take this course eight years ago when I arrived in Denmark. But today it makes so much sense to understand the underlying values and the reasons why the Danes act the way they do”

Darshini Vomkar, Change Management, Process Owner, Group IT, PANDORA A/S

About Living Institute

EST. 2004

Diversity Intelligence

Creating Cultures of Inclusion by introducing:
Inclusive Leadership, Inclusion Surveys, Unconscious Bias, Gender Balance, Allyship, & Cultural Intelligence

Faculty of 22 Specialists

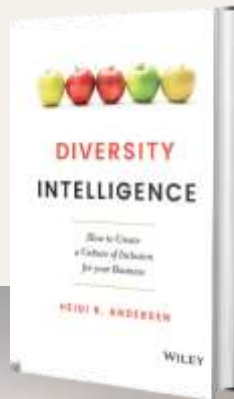
Anthropologists, psychologists, economists, social scientists & business leaders

Our Mantra

Evidence and research-based knowledge made practically applicable

Global Task Force

Facilitated 5.500+ diversity initiatives for more than 50,000 people in Denmark, Japan, Germany, USA, UK, China, France, Portugal, Belgium, Norway, Sweden, Estonia, Slovenia, Italy, Romania, Switzerland, Poland, India, Finland, the Netherlands, Pakistan & Zimbabwe



D&I
Champion
Certification



Inclusion
Survey



Breaking
Unconscious
Bias



Inclusive
Leadership
Programs



Living Institute
Diversity Intelligence Consultancy



Thank you for your attention



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