

I LEAD CONSULTING

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INCLUSIVE LEADERSHIP, EQUITY & DIVERSITY

BUILDING BETTER BELONGING
- FOR US ALL -

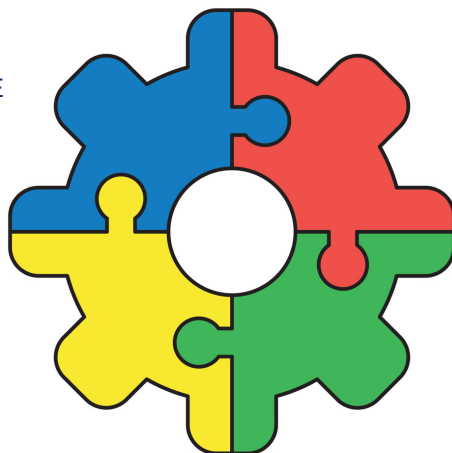
- Diagnostics & Audits
- Workshops & Coaching
- Deskless Digital Learning
- Online Learning Bites
- Nifty Nudges
- Inspirational Keynotes



INNOVATION
&
PERFORMANCE



SOCIAL IMPACT
&
COHESION



RISK
&
REPUTATION



WORKFORCE
&
WELLBEING



OUR PURPOSE

Building Better Belonging - for us all -

Belonging results from being **respected** and **valued** for the unique perspectives and experiences we bring to our teams. When people **flourish**, organisations flourish.

Inclusive Leadership, Collective Cultures and Diverse Teams create **flourishing organisations** which achieve high levels of:

- top and bottom line performance
- innovation and improvement
- customer connection
- risk & reputation management
- wellbeing and belonging
- physical and psychosocial safety
- psychological safety and inclusion
- employee engagement and more!

At **I LEAD Consulting** we help organisations, leaders and teams embed the **Science of Collective Intelligence** to achieve industry leading business performance and human belonging.

- Helpfully, the same leadership and team formula achieves both organisation and human outcomes!

Unlock Performance and Leadership Impact by enabling and empowering your teams:

- INSPIRED INDIVIDUALS
- THRIVING TEAMS
- COLLECTIVE CULTURES
- STRONG SOCIETIES



DEB TRAVERS-WOLF
FOUNDER

B.A. COMMS / ORG PSYCH
MASTER MGT HRM
ICF | FAHRI | FAITD | CIA

WHY US

We're on a mission to **simplify** and **integrate** Diversity and Inclusion in your team and organisation.

As a former Business and Leadership Transformation Expert at Global Tech Company, SAP, I've facilitated the development of **high performance leaders** and **teams** around the world.

As a result of my dual career in Global Multi-Nationals as an HR Leader, and as a General Business Manager in small, medium enterprises, I bring a 'real world', pragmatic approach across the **whole employee lifecycle**,

The evidence and data confirms, **5 every day behaviours** and **1 mindset** create a proactively **respectful** and **safe, inclusive** and **high performance** team culture.

At I LEAD Consulting we co-create your '**best-fit**' **Belonging Journey**, founded on real world experience.



The Journey to Team Belonging



Inclusive Leaders and Diverse Teams build **Belonging** and **Team Performance** by:

- Respecting and Including **Everyone Equally**
- Embracing **Differences** and Leveraging **Strengths**

The Journey to Belonging is not a mystery. There are 5 simple behaviours, supported by 1 mindset, which enable the highest form of team performance and belonging. The same, readily repeatable formula, also ensures you comply with today's legal landscape.

When teams consistently integrate the 5 common behaviours into their every day team interactions, an authentically inclusive and psychologically safe environment is created for everyone equally.

If you've been grappling with how to create a proactively respectful and safe, inclusive and high performance team environment, I LEAD Consulting's Team Belonging Journey will equip you with the necessary foundations.

● **Today's Legal Landscape & Identity**

- Explore the Changing Employment Context: *the importance of respect and psychosocial safety.*
- Understand Identity and Intersectionality at Work: *the impact of unconscious bias is not equal for everyone.*

● **Conscious Inclusion & Allyship**

- Embed Psychological Safety and Inclusion: *create strong connections for everyone equally.*
- Enable Innovation and High Performance: *through inclusive leaders and agnostic allies.*

INSPIRED INDIVIDUALS

THRIVING TEAMS

PERFORMANCE CULTURES

IMPACT ON INVESTMENT

ROBUST DIVERSITY, EQUITY & INCLUSION STRATEGIES CREATE INDUSTRY LEADING RESULTS & HIGH VALUE RETURNS

- Diagnostics & Audits
- Workshops & Coaching
- Deskless Digital Learning
- Online Learning Bites
- Nifty Nudges
- Inspirational Keynotes



IMPACT WITH DIVERSITY & INCLUSION*

- ✓ Industry Leading Results (35% ml)
- ✓ Innovation (70%)
- ✓ Revenue (19% ml)
- ✓ Profitability (36% ml)
- ✓ Risk Reduction (30%)
- ✓ New Markets (70% ml)
- ✓ Customer Connection (38%)
- ✓ Market Share (45% ml)
- ✓ Leadership Effectiveness
 - ✓ Operational Efficiency
 - ✓ Collaboration (19% ml)
 - ✓ Team Decision Making (87%)
 - ✓ Employee Engagement (83%)
 - ✓ Wellbeing (4x)
 - ✓ Belonging (167%)

IMPACT WITHOUT INCLUSION*

- ✗ Customer Impact (-25%)
- ✗ Employee Attrition (+12%)
- ✗ Performance (-66%)
- ✗ Commitment (-78%)
- ✗ Work Effort (-48%)
- ✗ Quality of Output (-38%)
- ✗ Time @ Work (-47%)
- ✗ Avoiding People (+63%)

*McKinsey; BCG; Catalyst; Korn Ferry; HBR; Accenture; Forrester, Ethisphere; Deloitte; Monash Uni; McQuaid; DCA; Great Place to Work; Porath; Clark. ml = more likely

OUR COMMITMENT

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Robust and well executed Diversity, Equity & Inclusion strategies deliver high value Impact and Belonging

I LEAD Consulting develops Inclusive leaders and teams to co-create safe and respectful, high performance cultures and communities.

We unlock the Collective and Disruptive Intelligence of diverse teams, to transform Organisation Performance and Leadership Impact.

- * Unleash innovation, growth and value
- * Increase customer connection and loyalty
- * Create workforce wellbeing, inclusion and belonging
- * Develop safe, respectful and engaged teams
- * Manage risk and reputation
- * Enable equitable opportunities and outcomes.



PRACTICE INCLUSION

EMBRACE DIVERSITY

ELEVATE EQUITY

CONTACT US TO LEARN MORE ABOUT HOW WE CAN HELP YOU

- BUILD BETTER BELONGING FOR US ALL -

"Deb conducted a **"Moving Beyond Bias to Belonging"** workshop for our strategic leadership team. She provided valuable insights and approached our questions in a skilful and pragmatic way"
**John Winters, CEO & Founder
Superhero**

"Deb's knowledge of Diversity and Inclusion, in combination with her strong **commercial acumen, pragmatic approach and academic grounding** proved invaluable"
**Michelle Charles, Glead Head of D&I
(sales & presales)
SAP**

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