

I LEAD CONSULTING

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NAVIGATING CULTURAL SAFETY

MOVING FORWARD
TOGETHER

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





NAVIGATING CULTURAL SAFETY

moving forward together

Contact us to learn more:

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Moving from Cultural Safety to Cultural Appreciation enables Australian organisations to leverage the unique potential of one of the world's most multicultural countries.
ie. its rich mosaic of cultural heritage.

Cultural Diversity has greater potential to impact organisation performance than gender, however, the complexity of the Australian Cultural Landscape has been a barrier for many organisations.

In combination with the complex concepts and language associated with ubiquitous terms such as "Cultural Competence" and "Cultural Safety", perhaps it's not surprising Australian organisations have been slow to make progress in enabling safe, respectful and inclusive organisations across countries, cultures, ethnicities, race and religion.

With reducing social trust and increasing polarisation impacting workplaces, together with legislative change, it's now pressing organisations create cultures which are safe, respectful and inclusive for everyone equally.

Our Approach

As Cultural Safety is a subset of Psychosocial Safety, organisations now need to ensure Cultural Safety embraces all identities and intersectionalities, not just cultural heritage.

Our unique, evidence based approach targets 4 domains of workplace life:

1. Organisation Maturity and Cultural Capability
2. Workplace Policies and Procedures
3. Cultural Identity and Expression
4. Interpersonal Interactions and Radical Appreciation

Outcomes and Impact

1. Cultural Maturity Audit and Benchmark enabling organisations to identify their existing proficiency and target their future focus.
2. Highlight opportunities in existing policies and procedures to develop trauma informed policies and best practices.
3. At the team level, an improved understanding of your own identity and expressions and how they impact others.
4. Learn the 3 mindsets and 2 pairs of skills, which enable radical appreciation of others, greater interpersonal connection and competitive advantage.

INSPIRED INDIVIDUALS

THRIVING TEAMS

COLLECTIVE CULTURES

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 | GIA

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.

Training & Modern Learning Experiences

Increase Everyday Inclusion IQ™ and move from Awareness to Action by practicing inclusion and leveraging diversity.

- *I LEAD Consulting co-creates micro mobile Nudge-based Journeys, which proactively prompt leaders and teams to turn Intention into Action and make new Habits stick!*

Inclusive Leadership & Collective Cultures

Inclusive Leadership is key to unlocking Collective Cultures and achieving industry leading Impact & Human Performance.

- *I LEAD Consulting offers diagnostics and development solutions which enable organisations, leaders and teams to Leverage Diversity & Practice Inclusion.*

Diverse Teams & Equitable Workplaces

Enhance your competitive edge by expanding the potential Talent Pool and Collective intelligence in your organisation.

- *I LEAD Consulting increases the impact of under represented talent with Equitable and Flexible Workplaces.*

Inclusion & Performance Coaching

Develop 'Next Generation' purpose driven leaders with 'New World" knowledge, skills and tools.

- *I LEAD Consulting partners your Next Generation Leaders with a qualified Coach, creating a personalised journey to develop collective leadership skills and cultures.*

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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