

# The Three Pillars for an Inclusive and Collaborative Culture

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Presented by



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# Yennie Rautenberg- Loya

- 25+ years of global experience in corporate and executive communications, managing global programs and championing diversity and inclusion initiatives
- 12+ years of experience delivering life and executive coaching and training programs
- Multicultural and bilingual; originally from Mexico City
- Diversity, Equity and Inclusion in the Workplace Certification by Muma College of Business at University of South Florida
- Strategic HR Leadership Certification by Cornell University
- Leadership Coaching Certification by University of San Diego
- Certified by the International Coaching Federation



# Factors more likely to spur retention

- Meaningfulness of work
- Adequacy of workplace flexibility
- Adequacy of support for health and well-being
- Safety of workplace environment
- Adequacy of inclusivity and welcomeness of community

Source: McKinsey Quarterly – *The Great Attrition is making hiring harder. Are you searching the right talent pools?* – July 2022



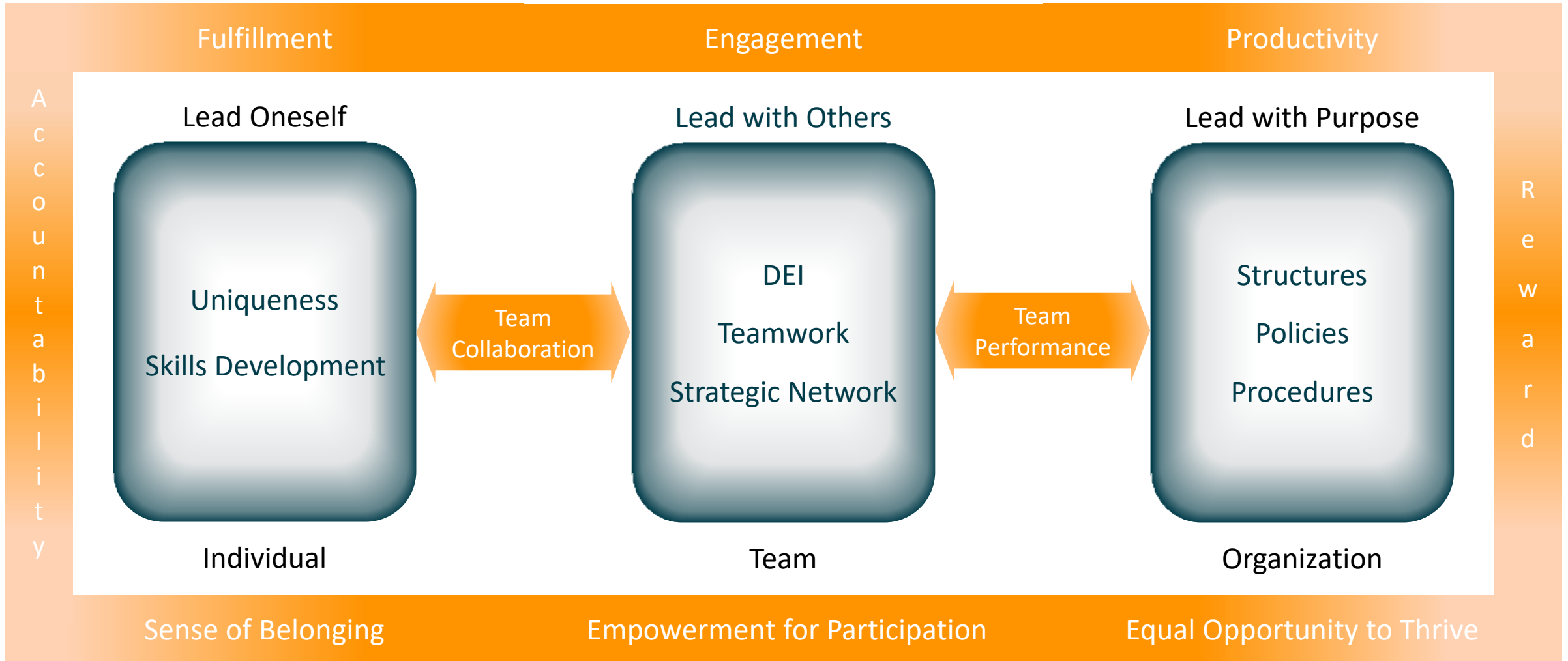
# Top Reasons People Quit

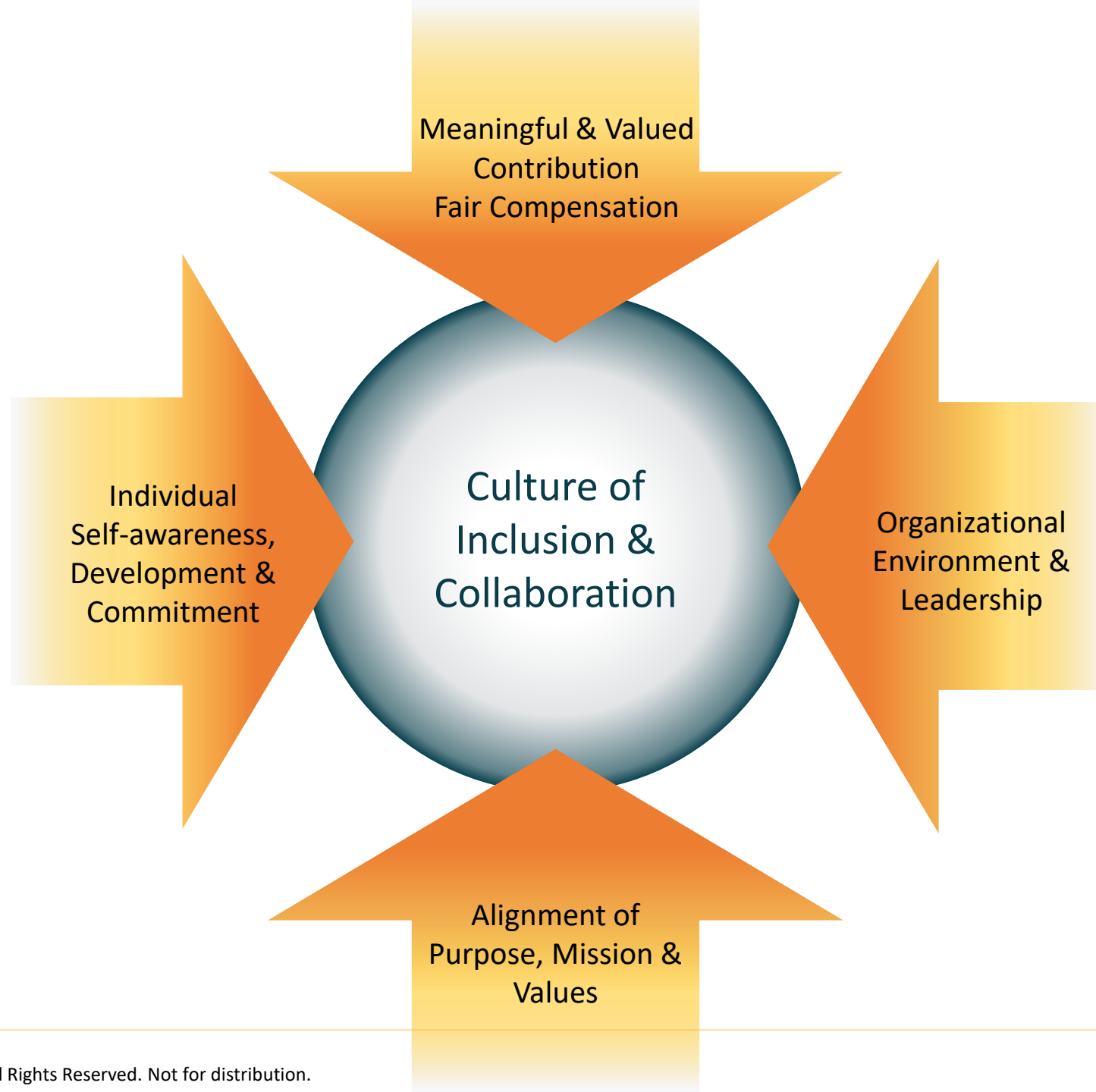
- Inadequate total compensation
- Lack of career development and advancement
- Lack of meaningful work
- Uncaring and uninspiring leaders
- Unsustainable work expectations
- Unreliable and unsupportive people at work

Source: McKinsey Quarterly – The Great Attrition is making hiring harder. Are you searching the right talent pools? – July 2022



# Authentic Inclusive Collaboration® Framework





# The Pillars of Inclusion & Collaboration

Sense of **Belonging**

Empowerment to  
**Participate**

Equal Opportunity to  
**Thrive**

Foundation of Trust

Transparency



# Three-pronged approach





# The Pillars of Inclusion & Collaboration



Foundation of Trust

Transparency



We can't belong anywhere if we  
don't belong within ourselves first



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## Strengths-based development leads to:

- 7%-23% higher employee engagement
- 10%-19%5 increased sales
- 8%-18% increased performance
- 14%-29% increased profit

*Source: Gallup – CliftonStrengths, November 5, 2021*



# The Pillars of Inclusion & Collaboration

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# Foster a Sense of Belonging

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- Practices to be heard, seen, valued, supported & proud
- Authenticity vs. fitting in
- Safe spaces to discuss & address non-inclusive behaviors
- Freedom to share aspects of people's identity
- Acceptance and co-existence of perspectives
- Psychological safety
- Allyship
- Personal and professional development opportunities
- No assumptions. No cliques. No gossip.





# Empowerment to Participate

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- Strengths-based approach
- Collaboration and healthy competition
- Meaningful contributions
- Recognition of accomplishments
- Mistakes are learning opportunities
- Ideas are always opportunities for exploration
- Individualized and balanced participation
- Ground rules for meetings
- Continuous personal touch points
- Connection to purpose, mission and values





# Equal Opportunity to Thrive

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- All work is compensated fairly
- Transparent performance reviews & promotions processes
- Clear career paths
- Revised policies to be inclusive
- Clear code of conduct that addresses non-inclusive behaviors and consequences of not complying
- Dynamic structures
- Opportunities and recognition of “passion projects”
- Community engagement





# Six Cs to Watch Out for

## AVOID

- Complacency
- Complicity
- Condescension
- Comparison
- Competition
- Comfort

## PROMOTE

- Communication
- Cooperation
- Clarity
- Curiosity
- Championship
- Coaching





Where from here?



Thank  
You

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