

# Advisory



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Equality | Diversity | Inclusion



## Advisory

In order for inclusivity to permeate every part of an organisation and become a part of the culture that outlasts any individual, Equality, Diversity and Inclusion (EDI) must be embedded in policy and woven into strategy. This is the foundation on which **behavioural change can be entrenched for the long term**. Our strategic solutions include **policy and process (re)drafting, culture change journeys and employee experience design**, as well as **assistance in the implementation and measurement of impact through strategic change management**. From **recruitment to mentorship to training and right up to dismissal**, we help organisations build the structures that support an inclusive process and experience.

## Outcomes

- Improved quality of strategies and policies, benchmarked against industry best practices
- Improved employee experience, resulting in increased productivity and loyalty
- Creation of opportunities for talent management and employee development
- EDI outcomes centered in order to create long-term structural change



## Advisory Services

It goes without saying that a poorly-designed strategy will either not be implemented or will not be implemented effectively. This is particularly important when centering Equality, Diversity and Inclusion (EDI) and ensuring its continued impact on decision-making. With our expertise and experience working in a variety of industries, we provide **data-driven hands-on guidance on re-conceptualising, designing and implementing your organisation's development strategies**. This ranges from reviewing your EDI strategy to reviewing the current talent management process to a deep dive into the learning and development department.

Strategy Review & Alignment

Policy Redrafts

Organisations often have policies that are no longer relevant to the current time and/or context. In addition to upholding practices and assumptions that are no longer applicable, these outdated policies often weigh down an organisation with unnecessary red tape and bureaucratic inefficiency. Our **policy redrafting begins with benchmarking existing policy documents against industry competitors and best practice**, followed by an assisted redrafting of these documents. Central to this work is ensuring that policies are inclusive in nature and do not compromise employee wellbeing or the organisation's strategic outcomes.



## Employee Experience Design

Many organisations still design one-size-fits-all employee processes for an 'objective' or 'neutral' employee, which we know does not exist. **Identifying the Moments That Matter in the employee experience allows us to better design processes** that can shift micro-moments of exclusion to macro-moments of inclusion for employees that acknowledge their diverse needs.

How an employee feels when they enter the workspace and their interactions with their colleagues and organisational structures throughout their day have a direct impact on their productivity, creativity and loyalty. Understanding these elements and making strategic shifts to improve them is a key part of any organisation's EDI journey.



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# Thank You

Take the next step on your journey with us.

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