



COHESION
COLLECTIVE

Equality | Diversity | Inclusion



Training

We provide a **wide range of engaging, impactful and expertly-facilitated training modules**, both **in-person and virtually**. CoCo's training programmes were created with the understanding that, when it comes to **shifting people's behaviours**, progress can most effectively be achieved by encouraging people to tackle the underlying causes – their feelings, beliefs, and learned internal narratives – and **giving them the tools to become conscious** about their internal inclusion journey. Our main aim is to **influence positive behaviour change at every level of the organisation**.



Training Services



There is often so much information, misinformation, anxiety and urgency around matters relating to Equality, Diversity and Inclusion (EDI) that cloud or frustrate a clear understanding of what we actually aim to achieve. As such, it is imperative to establish a **solid foundational understanding of what we are talking about when we talk inclusion**. It is for this reason that our EDI Foundations training is available in a variety of programme types, in order to cater to each organisation's specific needs.

This training empowers an organisation's workforce at all levels with a better understanding of what inclusion really is.

Outcomes

1. Greater understanding of the current EDI landscape and what inclusion really means in and outside of the workplace
2. Greater teamwork among participants
3. Communication skills and how to have tough conversations

Details

- **Programme Types:** Facilitation, Webinar, Presentation, eLearning Course
- **Programme Length:** X sessions over X weeks
- **Format:** In-Person or Virtual impacts the lived experiences of people in an organisation. The course also outlines how EDI benefits an organisation, team, leader and employee, helping all participants to take ownership of the organisational shift towards inclusivity.

Unconscious Bias

Our biases inform how we engage with the world and other people, even – or particularly – when we are not conscious of them. Our **unconscious bias training moves away from the traditional approach of exposing bias, rather shifting to how bias affects our decision making!** This training invites participants to unpack what underpins our biases and how those come to affect our workplaces and our decision-making, both personal and professional. The sessions will also delve into system bias, how it differs from personal bias and how it can be thoughtfully corrected.

Outcomes

1. Improved understanding and consciousness of biases, particularly unconscious bias
2. Understanding of decision-making and the limiting effects of bias on the amount of information used when making them, constraining their depth and effectiveness
3. Tools to expand one's decision-making matrix, allowing more information to be used for better decision-making

Details

- **Format:** In-Person or Virtual

Inclusive Leadership Programme

Any change in an organisation's culture and policies must be driven from the top in order to be effective. Inclusive leadership creates an **environment that encourages inclusive behaviours in others and sparks positive shifts at all levels to create a more productive and engaged workforce.** Our intensive inclusive leadership development programme aims to equip people managers with the knowledge and tools needed to embed EDI principles into both their personal lives and the fabric of their teams and organisation at large.

The programme **encourages leaders to learn and explore themselves as individuals first, understanding the ways in which their history, personalities, and contexts feed into their leadership style.** The dynamics of power and agency, and how they play out in the workplace as a microcosm of society, are unpacked. The focus is on equipping leaders with Inclusive Leadership tools and their practical application.

Outcomes

1. Greater self-awareness and awareness of inclusion and its importance, particularly in the workplace
2. Thorough grasp of Inclusive Leadership tools and how to apply them in their day-to-day work

Details

- **Programme Length:** 8 Modules + 8 Group Coaching sessions over 18 months
- **Format:** In-Person or Virtual

In addition to the more intensive training above, we also offer standalone workshops that focus on a specific issue or EDI topic tailored to your organisation's needs. These **sessions create a space to discuss a specific topic and how it affects a workplace and the people in it.** This empowers employees with the knowledge they need to become more inclusive and understand the importance of doing so. It also gives them the opportunity to address internal issues, **ask questions and gain an understanding** of what true workplace allyship looks like in practice.

1. Men in Conversation

The Men in Conversation session expands the ways in which **we discuss and think about gender empowerment in the workplace discussions to include men.** Participants will have a nuanced conversation about what it means when we talk about 'gender dynamics' in the workplace and engage on how masculinity shows up and is experienced by others in the workplace.

Outcomes

1. Greater understanding of the current EDI landscape, as well as an update on the freshest thinking around language, literacy and awareness of the topic of gender
2. Greater understanding of what socially-valued masculinity really is and how it presents in society and organisations
3. Greater understanding of the impact of masculinity on both male-identifying and female- identifying persons within an organisation
4. Greater understanding of how considered and inclusive masculinity can benefit an organisation, team, leader and employee
5. Positive perception in the participants' minds as to the organisation's commitment to gender equality

Details

- **Programme Length:** 3 x 120 min Sessions, can be extended according to client needs
- **Format:** In-Person or Virtual





2. Leading Women Series

The Leading Women Series is designed by women to address gender mainstreaming in the workplace. The sessions give space for personal reflection on some 'common-sense beliefs' people have adopted throughout various stages in their lives that may form their 'comfort zone' and lead to unconscious biases that one ends up carrying with them into the workplace. The effects of reward and recognition and their role in the workplace are touched on in this series. The last session deals with Allyship and calls to action on how to create a gender equitable workforce.

Outcomes

1. Greater understanding around common sense beliefs regarding women
2. Greater understanding of the effects of reward and recognition in the workplace and how it plays out in gender mainstreaming
3. How to be an Ally in the workplace and take personal agency to contributing to a gender equitable workforce with limited unconscious biases

Details

- **Programme Length:** 3 x 120 min Sessions, can be extended according to client needs
- **Format:** In-Person or Virtual

3. Race & Ethnicity

In the wake of the George Floyd police brutality and murder that was recorded and spread around social media in May 2020; leadership teams in organisations across the globe stepped into action and initiated initiatives and conversations about racial inequality and justice. More than 2 years on since the event there is growing fatigue in organisations as questions are being asked.... Isn't it time to get over this already? Why should we continue having discussions in relation to DEI – Diversity, Equality and Inclusion? And will anything change?

The Race & Ethnicity Keynote Address is designed to provide insights and robust engagement on the challenges and possible solutions for organisations (both structural and behavioural) in providing equitable access to support and opportunities for all employees. Further; particular focus will be placed in understanding that injustice and inequality as it relates to race and ethnicity is not only about individual's unconscious biases but is rooted within the systems and structures that shape the functioning of our societies.

Who is this for: This keynote address is designed for organisations that have employees of diverse ethnic and racial backgrounds as well as organisations with presence in multiple countries around the world.

Details

- **Programme Length:** 1x 120 minute or 2 hour Keynote Speaker Address
- **Format:** In-Person or Virtual



4. Diversity and Inclusion (D&I) Day

Our D&I Day is split into two options with one being a full 8 hour day and the second option being a half day consisting of 4 hours. The D&I Day is designed based on 4 main Strategic Pillars as follows:

1. Race, Ethnicity and Culture
2. Gender Mainstreaming
3. Ability and Wellness
4. White Work

Key thought leaders on the relevant topics will present on the Strategic Pillars above and provide context as to what the pillars mean within the context of the workplace. The D&I Day is jam packed with prizes as well as communications and marketing leading up to, during and post the event.

Outcomes

1. Greater social cohesion and understanding of various elements that affect Diversity, Inclusion, Equity, Belonging and Equality in the workplace.
2. Behaviour Change within the workplace relating to a more inclusive work environment.
3. Awareness of various differences individuals bring to the workplace and how best one can support them.

Details

- **Programme Length:** Full Day (8 hours) or Half a Day (4 hours)
- **Format:** In-Person or Virtual

5. EDI Foundations

Our EDI Foundations Training can be taken as part of our Online Learning Programme or customised to your needs and delivered virtually or in-person should that be a preferred option. There is often so much information, misinformation, anxiety and urgency around matters relating to Equality, Diversity and Inclusion (EDI) that cloud or frustrate a clear understanding of what it is we are aiming to achieve. As such, it is imperative to establish a solid foundational understanding of what we are talking about when we use the acronym EDI.

This programme is a 'software update', an opportunity for us to engage with and understand what EDI looks and feels like in today's world. This series combines some of our team's freshest thinking and draws on current events and discourse that play out in society. This series is fresh, punchy and essential for all persons in all types of organisations.

Outcomes

1. Greater understanding of the current EDI landscape, as well as an update on the freshest thinking around language, literacy and awareness of the topic
2. Greater understanding of what inclusion really is and what it entails for organisation, leaders and employees
3. Greater understanding of the impact of EDI (or lack thereof) on one's lived
4. experiences within an organisation
5. Greater understanding of how EDI can benefit an organisation, team, leader and employee
6. Positive perception in the participants' minds as to the organisation's commitment to EDI

Details

- **Programme Length:** 10 Module Online Learning Programme or customised into a 2 hour or 8 day Programme
- **Format:** Online Learning Academy, In-person or Virtual



6. Unconscious Bias in Decision Making

Our biases inform how we engage with the world and other people, even – or particularly – when we are not conscious of them. Our unconscious bias programme moves away from the traditional approach of exposing bias, rather shifting to how bias affects our decision-making! This training invites participants to unpack what underpins our biases and how those come to affect our workplaces and our decision-making, both personal and professional. The sessions will also delve into system bias, how it differs from personal bias and how it can be thoughtfully corrected.

Who Should Attend?

This programme has been designed for all managers, people managers, and leaders, given the focus on decision-making. Further, those in recruitment and others who make decisions that affect people and talent are encouraged to go through this programme.

Why is this programme important?

Unconscious bias needs reframing. While yes we know that everyone has biases, it is incredibly difficult to facilitate meaningful behaviour change programmes that seek to eliminate bias. As such, a focus on decision-making allows us to take a more focused and practical approach to this controversial topic. Organisations are a product of the decisions that are made. Inclusive organisations are a result of inclusive decision-making. Decision-making within organisations, however, is mostly unconscious. This programme aims to empower people to make more conscious decisions.

Outcomes

1. Greater understanding of what bias is, where it comes from and the impact it has on our personal and professional lives.
2. Greater understanding of what influences decision-making and how decision-making can be unconscious and the effects thereof.
3. Awareness of how human history has fundamentally shaped what and who we see as safe, familiar, valuable and likeable, and how this influences the decisions we make.
4. Greater understanding of our personal decision-making matrix.
5. Greater understanding of how the system can affect decisionmaking of individuals within organisation and how to manage those tensions.
6. Practical toolkit on how to make conscious decisions.

Details

- **Programme Length:** 1,5 Days
- **Format:** In-Person or Virtual



7. Leaders Immersion Series

Our Leaders Immersion series is a 6 module series combined with coaching sessions that is designed for Senior Managers and Executives. Any change in an organisation's culture and policies must be driven from the top in order to be effective. Inclusive leadership creates an environment that encourages inclusive behaviours in others and sparks positive shifts at all levels to create a more productive and engaged workforce.

Our intensive inclusive leadership development programme aims to equip people managers with the knowledge and tools needed to embed EDI principles into both their personal lives and the fabric of their teams and organisation at large. The programme encourages leaders to learn and explore themselves as individuals first, understanding the ways in which their history, personalities, and contexts feed into their leadership style. The dynamics of power and agency, and how they play out in the workplace as a microcosm of society, are unpacked. The focus is on equipping leaders with Inclusive Leadership tools and their practical application.

Outcomes

1. Inclusive Leaders equipped to lead with an EDI lens.
2. More conscious leaders in understanding bias.
3. High-performing teams.
4. Leaders leading with a sense of psychological safety.
5. More teams with team members filled with a sense of belonging

Details

- **Programme Length is 6 modules consisting of:**
 - 4 hours training per module
 - 2-hour coaching session per module
- **Format:** In-Person or Virtual



8. Transformation Vision, Mission, Goals & Moments-that-Matter Series

The key to having an inclusive culture that makes everyone feel like they belong, has to do with the employee experience, leadership and culture. This workshop is a 3-day workshop on defining your vision, mission and values as a Transformation Team, drafting your transformation Goals and defining and unpacking your Moments-that-Matter that will cover the processes, systems, touchpoints, goals and timelines for all your Moments-that-Matter. Using Employee Experience Design Methodology, we look at improving all your employee touch points to align with your vision, mission, values and transformation goals.

Outcomes

1. A defined vision, mission and values for your transformation team
2. Defined transformation goals for your organisation
3. Defined key moments-that-matter for your end-to-end employee experience

Details

- **Programme Length:** 3 Days
- **Format:** In-Person or Virtual



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Thank You

Take the next step on your journey with us.

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