



### Inclusive business

Business is for everyone. Diverse companies don't just accept difference, they embrace it. Not just because they know this is the right thing to do, but because they understand that when we include a diverse range of perspectives we can see more opportunities and innovate better than we ever have before. UK businesses have made strides in inclusivity, but there is much more work to be done. At these IoD Open House events, we will hear from leaders who are setting the standards for the inclusive businesses of the future.

<u>Region</u>	<u>Date</u>	<u>Venue</u>
Cambridge	25-Sep	Imperial War Museum

<b>Inclusive business</b>	
09:00	Registration – tea, coffee and pastries
09:30	<p><b>Welcome by the Event Chair</b></p> <p><b>Dr Shola Mos-Shogbamimu - CONFIRMED</b></p>
09:35	<p><b>Inclusion and Diversity – What's the difference?</b></p> <p>We all talk about inclusion and diversity but are we all meaning the same things? Opening the day with a clear perspective on inclusion and diversity, this session will also give us a clear vision on the real commercial opportunity of inclusion and how we can make inclusion an everyday reality in our businesses</p> <p><b>Richard McKenna, Director, Inclusive Employers</b></p>
09:50	<p><b>Inclusive boards, inclusive workplace</b></p> <p>In the modern workplace, companies are placing greater emphasis on diversity and inclusion initiatives to strengthen organisational adaptability, gain competitive advantage and reduce legal risks. Having a board that consists of more than one 'type' of person has been proven to have a bottom line benefit for an organisation. Diversity brings new perspectives, opportunities and a move away from the 'groupthink' mentality that can occur when like-minded people discuss issues and make decisions. In recent times there has been an increased focus on gender and this, in turn, has brought about a renewed intensity of focus on other aspects of diversity including ethnicity, sexuality and age.</p> <p>But while we understand the benefits of diversity, do we actually know what 'good diversity' looks like? And how are we managing some of the many challenges that arise from having a diverse board?</p> <p><b>Samuel Kasumu, Managing Director, Inclusive Boards</b></p>
10:10	<p><b>Forget Empowering Women. Start Empowering Leaders to Become Gender Bilingual.</b></p> <p>It's time to turn this whole topic upside down. Empowering women today actually requires educating leaders to become 'gender bilingual.' It's time to stop decades of well-meaning but ineffective Fix-the-Women programs and begin to focus on the bigger reality behind gender imbalances. Adapting leaders,</p>

	<p>cultures and systems to 21st century talent and market realities. This session will suggest 8 shifts to tapping into the global opportunity that better gender balance delivers.</p> <p><b>Avivah Wittenberg-Cox, CEO, 20-first</b></p>
10:30	<p><b>Case study: Mental health in the workplace</b>  Thomas Duncan Bell, MD of the Kingsman, will discuss the mindset shift he would like to see within businesses and amongst business leaders. Telling the story of overcoming his fears and running two growing businesses while suffering from a form of bipolar disorder, Thomas aims to inspire new thinking around how we do business and educate others on the benefits of working with those who may think and act in ways that may seem different to the norm.</p> <p><b>Thomas Duncan Bell, MD, The Kingsman</b></p>
10:50	Refreshments
11:20	<p><b>We are JLR – The power of employee network groups</b>  JLR are committed to creating a connected workforce that reflects the communities where we operate and helps us meet the needs of customers from all walks of life. Different ideas and perspectives help us innovate, manage risk, and grow the business in a sustainable way. This session will showcase how JLR have harnessed the power of employee network groups to use diversity to bring benefits to their customers, business and people.</p> <p><b>Jennie Moore, Inclusion and Representation Manager, Jaguar</b></p>
11:40	<p><b>Panel session:</b>  This session will encourage leaders and organisations to view inclusivity as a commercial issue. The panel will be interactive and provide actionable practical advice.</p> <p><b>Dr Shola Mos-Shogbamimu (Chair)</b>  <b>Rosie Parke, Inclusive Employers</b>  <b>Jennie Moore, Inclusion and Representation Manager, Jaguar</b>  <b>Avivah Wittenberg-Cox, CEO, 20-first</b>  <b>Razia Aziz, Director, The Equality Academy</b></p>
12:15	<p><b>Working lunch roundtables</b></p> <ol style="list-style-type: none"> <li><b>1. Health and wellbeing</b> – Jonathan Richards, Founder &amp; CEO, Breathe</li> <li><b>2. Ageism in the workplace</b> – Neil Tomalin, Managing Partner, Saintclair Partnership</li> <li><b>3. Pride in the workplace</b>  The inclusive 21st century business is one that strives to create a high-trust culture role-modelled by the behaviour of its senior leadership team and a brand that demonstrates a clear purpose and is trusted by external stakeholders. Employees of such high-trust organisations will feel great pride to be part of their chosen workplace. Their pride will generate a sense of engagement, productivity and well-being which then underpins a sustainable, successful business model. This interactive session will introduce participants to the unique Nine Habits of Trust model and show how this can be used by leaders and their organisations to accelerate existing efforts to embrace inclusivity, drive employee engagement and increase customer loyalty.  <b>John Blakey Founder – The Trusted Executive Foundation</b></li> <li><b>4. Inclusive Recruitment</b>  Mapping the employee lifecycle and exploring best practice on attracting and retaining truly diverse talent  <b>Inclusive Employers</b></li> <li><b>5. Recognising Diversity through Employee Benefits</b>  It's fair to say that, in general, there has not been much change over the past 20 years in terms of benefits offered and how they are communicated, despite major shifts in employees working patterns and expectations. Core benefits such as pensions, life cover and medical solutions still remain relevant to all and for some essential, but there is a trend for staff now making their own benefit selections based on their own personal circumstances and accessing new benefits based on their needs.   Premier think it's important to focus on why employees would want or need a particular benefit. The benefit needs of a 'millennial' will be different from a 'baby boomer' approaching retirement. The customers (your employees) have differing needs and Premier believe that one size doesn't fit all. The ability to personalise the benefits package is absolutely vital if you</li> </ol>

13:15	<p>are going to engage all sectors of the workforce and create a Return on Investment.</p> <p>Technology can be an enabler to address these trends i.e. flex options, personalisation, self-diagnosis tools, financial modelling tools, modern communication and immediate access makes a difference to the 'day to day' needs of your staff. Content that drives staff to engage regularly with your benefits, Total Rewards Statements (TRS), access via mobile enabled 24/7, and a more personalised approach – meets real lifestyle needs. From the employer's perspective, admin can be kept efficient and simple, with quality service support from an advisor.</p> <p><b>Chris Elsey, Senior Consultant, Premier Companies</b></p> <p><b>6. How to create powerful Employee Network Groups - Jaguar</b></p> <p><b>Feedback to the room from facilitators</b></p>			
13:30	<p><b>Optional – MHFA WORKSHOPS</b></p> <p>This is a fantastic opportunity to join a complimentary interactive session with Mental Health First Aid (MHFA) England. Attendees will learn how to:</p> <ul style="list-style-type: none"> <li>• Understand the impact of mental health in the workplace</li> <li>• Recognise that we all have mental health that changes during our lifetime</li> <li>• Self-reflect on how we can all become vulnerable to stress</li> <li>• Develop practical strategies for approaching colleagues about their mental health</li> <li>• Understand strategies for self-care</li> </ul> <p>Delegates will be asked to participate in a short quiz to test their mental health knowledge and complete an activity on managing their own stress. This will be complimented by further workplace statistics and strategies around a holistic, organisational approach to mental health and wellbeing.</p> <table border="1" data-bbox="395 1048 1369 1093"> <tr> <td data-bbox="395 1048 587 1093">Cambridge</td> <td data-bbox="587 1048 798 1093">25-Sep</td> <td data-bbox="798 1048 1369 1093">Bethany Goldsborough</td> </tr> </table>	Cambridge	25-Sep	Bethany Goldsborough
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14:30	<b>Close</b>			