



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>
London	08-Nov	Grange St Paul's Hotel

Inclusive business	
09:00	Registration – tea, coffee and pastries
09:30	<p>Welcome by the Event Chair</p> <p>Dr Shola Mos-Shogbamimu</p>
09:35	<p>Inclusion and Diversity – What's the difference?</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>Richard McKenna, Director, Inclusive Employers</p>
09:50	<p>Inclusive boards, inclusive workplace</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>Samuel Kasumu, Managing Director, Inclusive Boards</p>
10:10	<p>Forget Empowering Women. Start Empowering Leaders to Become Gender Bilingual.</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><i>Bola Tinubu, Founder Trustee, Cece Yara Foundation</i></p>
10:30	<p>Case study: Mental health in the workplace 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><i>Thomas Duncan Bell, MD, The Kingsman</i></p>
10:50	Refreshments
11:20	<p>We are JLR – The power of employee network groups 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><i>Jennie Moore, Inclusion and Representation Manager, Jaguar</i></p>
11:40	<p>Panel session: 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><i>Richard McKenna, MD, Inclusive Employers (Chair)</i> <i>Dr Shola Mos-Shogbamimu</i> <i>Thomas Duncan Bell, MD, The Kingsman</i> <i>Jennie Moore, Inclusion and Representation Manager, Jaguar</i> <i>Jonathan Richards, Founder & CEO, Breathe</i> <i>Griselda Togobo, Mphil, ACA</i></p>
12:15	<p>Working lunch roundtables</p> <ol style="list-style-type: none"> 1. Health and wellbeing – Jonathan Richards, Founder & CEO, Breathe 2. Ageism in the workplace – Neil Tomalin, Managing Partner, Saintclair Partnership 3. Pride in the workplace 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. John Blakey Founder – The Trusted Executive Foundation 4. Recruitment in Diversity - <i>Richard McKenna, MD, Inclusive Employers</i> 5. Financial wellbeing for employees At this roundtable Premier will discuss how the provision of sound, respected financial advice or at least it's availability can be a significant boost to employee morale and productivity. Ian Gutteridge, Director, Premier Companies 6. How to create powerful Employee Network Groups - Jaguar
13:15	Facilitators to feedback to the room
13:30	<p>Optional – MHFA WORKSHOPS 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"> • Understand the impact of mental health in the workplace • Recognise that we all have mental health that changes during our lifetime • Self-reflect on how we can all become vulnerable to stress • Develop practical strategies for approaching colleagues about their mental health

- Understand strategies for self-care

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.

<i>Region</i>	<i>Date</i>	<i>Presenter</i>
<i>London</i>	<i>08-Nov</i>	<i>Yohan McDonald</i>

14:30

Close