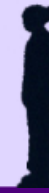


Delta's Services

October 2023



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Delta's Services

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Inclusion Ecosystem © Change Programme

What is an Inclusion Ecosystem©?

Your Inclusion Ecosystem© is a collaborative network of leaders, individuals and teams across your organisation, who actively practise inclusive behaviours and work towards building equitable systems that embed a culture of inclusion for optimised performance in your business.

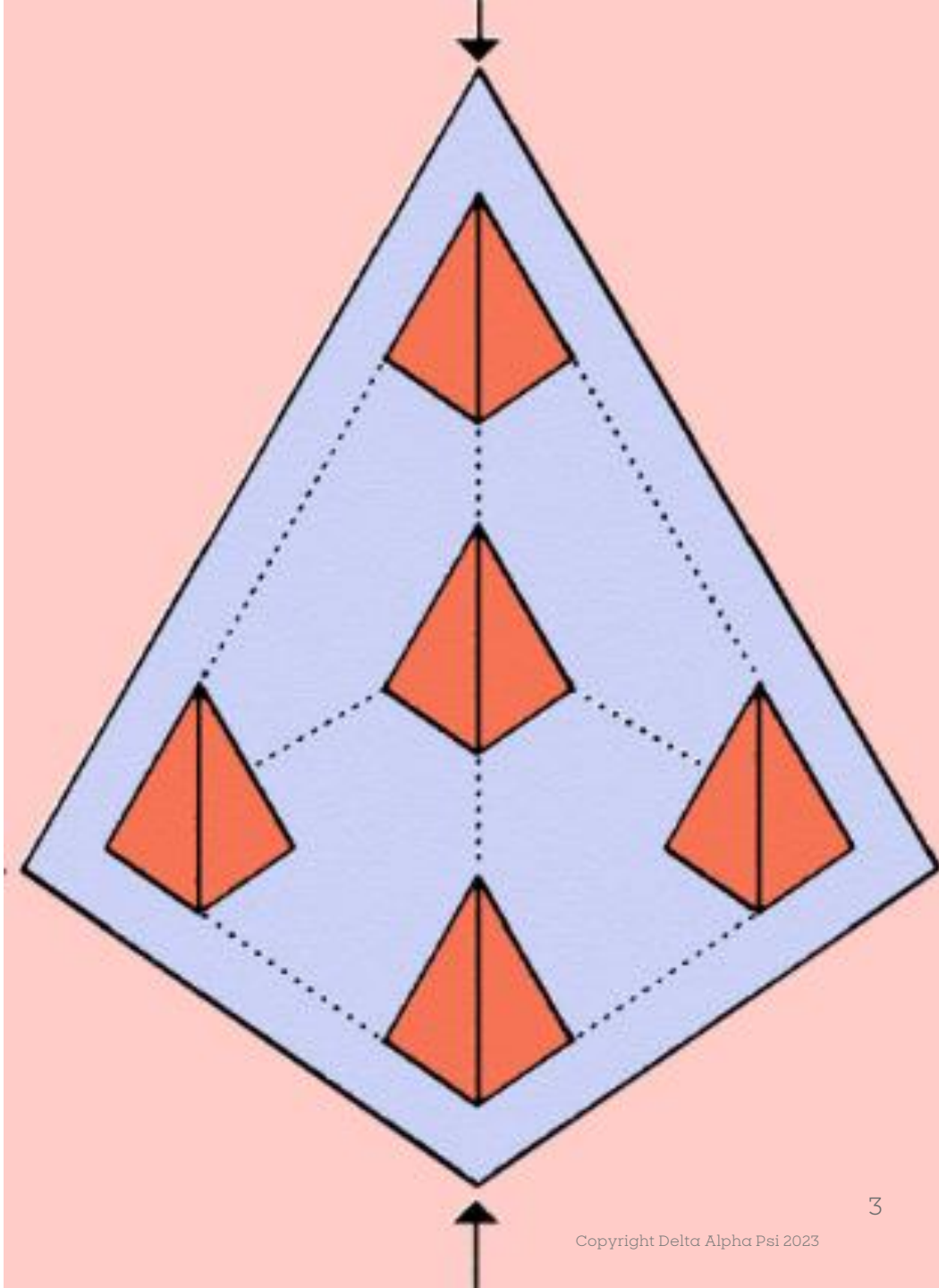
We help you activate your organisation's Inclusion Ecosystem© through our blended learning talent, leadership and inclusive culture change solutions. We work with line managers, senior leaders, sponsors/allies, and under-represented professionals in practical workshops and coaching.

We support you to diversify leadership, enable inclusive culture change, and meet your strategic goals for equity and excellence.



[Participating in this programme] has been one of the highlights of my career to date and has helped me to feel more comfortable being myself at work.

- Manager, Professional Services organisation



Case Study: Diversifying the leadership pipeline in Professional Services

Based on the transformational insights generated from Delta's 'Charting the Course' (2016) research, Delta was commissioned to support this business' ongoing goal to diversify its leadership pipeline and build an inclusive culture. The client aim was to create a culture where everyone belongs, shifting the makeup of the Partnership by 2025.

As part of our solution, we :

- Conducted research to understand career accelerators in the firm and the implications for diversifying talent
- Designed an in-person & virtual programme for minoritised ethnic talent at middle/senior management level, their line managers and senior business leaders.

We **equipped each group to become change agents in building a diverse and inclusive organisation**. Minoritised ethnic talent acquired **skills and attitudes to navigate careers successfully**, line managers and senior leaders **developed the confidence and know-how to be effective mentors, sponsors and visible allies**, resulting in:

- **Step change in senior leaders' levels of confidence & understanding** of race and career dynamics.
- Very strongly rated learning experiences, with **an average score of 84%**

10/11/2023

The results:

Increased participant intake year on year with current cohort of **100+**

Turnover rate of 28% compared to 36% ethnic minority non-participants

46% progressed, 27% higher compared to ethnic minority non-participants

Case Study: Accelerating progression for under-represented talent across multiple sectors

Many globally operating companies identify that talent from minoritised groups is under-nurtured, under-sponsored and under-represented in senior roles. To **fast-track the talent pipeline**, the client asked us to design and deliver an impactful compressed evidence-based cross-sector talent programme.

We adapted our **Inclusion Ecosystem®** approach to create a selective, 'taster' style solution for this cross-company programme. We worked with a **collaborative network of leaders, individuals and teams across multiple organisations**, to introduce them to skills and knowledge to support more diversified talent pipelines and build equitable systems for optimal performance.

Over the last 4 years Delta:

- Has helped professionals from **over 50 organisations** kickstart their work to diversify progression of high potential Black, Asian and Minority Ethnic professionals from 'the middle' to the top of their organisations.
- Has introduced over **876** Inclusion Ecosystem® stakeholders to key concepts to start them on their journey to build inclusive and representative talent pipelines in their businesses.



[After the programme], I took a leap of faith and applied for the role as Business Manager to the CEO which I got. I would not have applied for the if it wasn't for the programme.

10/11/2023

The results:
45% of 250 participants since 2019 have made at least one **career move** since completing our programme.



Case Study: Meeting ambitious diversity targets in a global commercial real estate services company

The client approached Delta to help meet its ambitious ethnic diversity goals to have a strong and diverse talent pipeline and increase ethnic diversity in senior leadership.

Our **Inclusion Ecosystem © programme** involved working with business leaders, underrepresented professionals and their line managers, to equip them with skills and knowledge to contribute to building a diversified talent pipeline and inclusive leadership for the business.

Our programme builds race confidence, promotes black, Asian and minority ethnic talent progression, and accelerates inclusive culture change. Members of the Senior Leadership Team or Executive Leadership Team are quipped to be advocates who receive coaching and learning in workshops, offer proactive sponsorship and share their knowledge, experience and contacts with minoritised ethnic colleagues striving for leadership roles.

The programme successfully created a shared understanding of cultural career barriers and a collective commitment to removing those barriers.



Going from being 'head down' in work, to now having a new-found perspective and being more present.

- Participant, corporate real estate organisation

The results:

32% increase in participant baseline scores. Highest increase in understanding how to navigate organisational politics for career success and tools for creating effective sponsorship relationships.

30% vertical and lateral progression

Case Study: Accelerating progression for under-represented talent for an international media broadcaster

Delta worked as a strategic partner to effectively implement training for colleagues and minoritised talent, launching a development programme in July 2020 which enabled ethnically diverse talent to progress and drive inclusive culture change.

The programme was open to colleagues working towards their first line management role who identify as Black, Asian or minority ethnic. They were paired with a Senior Leadership Team (SLT) or Executive Leadership Team (ELT) advocate, who actively participated in all elements of their coaching and learning. They offered proactive sponsorship and shared their knowledge, experience and contacts.

The aim was to create a shared understanding of the cultural career barriers and a collective commitment to removing those barriers.



I've found being an Executive Leadership Team (ELT) Advocate on the programme to be immensely rewarding, both in terms of my own understanding and development but also in creating the framework for a meaningful and continuing sponsorship relationship with my designated participant.

- Director, media broadcaster

10/11/2023

The results:

135 participants, including line managers and senior leader advocates have taken part.

26%

of participants moved into more senior roles in line with their career aspirations.

Advisory

Delta's approach to advisory follows **evidence-based management principles**. We draw on academic research, insights from your organisational data and employees' lived experience, together with our own practical expertise and knowledge of best practice within the wider equity and inclusion landscape.

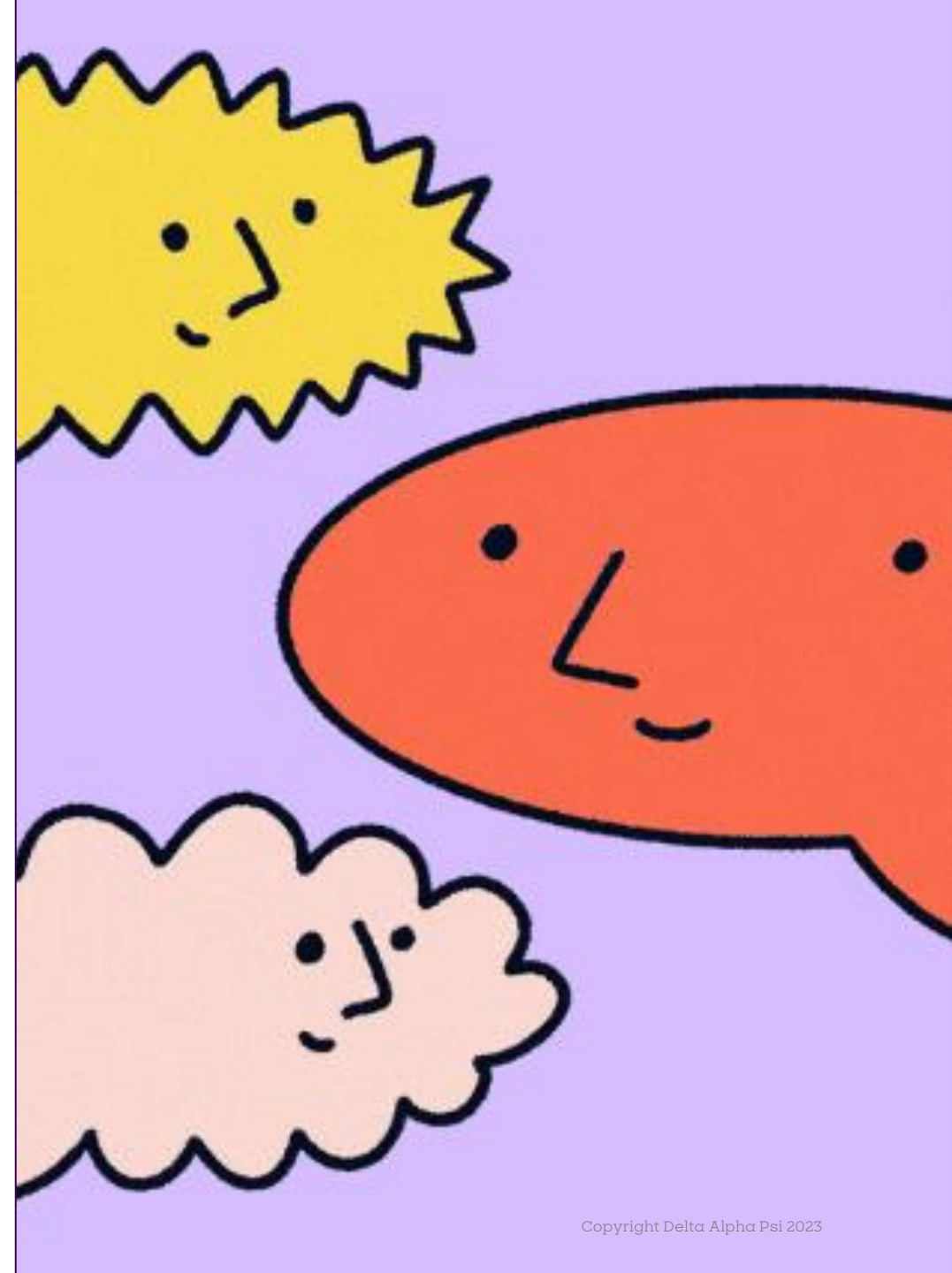
Our **unique combination of research and practical expertise** means we are well-positioned to provide strategic advice to you on leadership, equity, inclusion and culture transformation.

Our **analytical problem-solving skills, strategic focus, expert knowledge and emphasis on impact** means we are able to break down complexity to provide solutions to achieve your equity and performance objectives.



It has been one of the highlights of my career to date and has helped me to feel more comfortable being myself at work.

- Manager, Professional Services organisation



Case Study: Advisory, consultation and strategic planning for The Law Society

Delta was commissioned by The Law Society to help create an actionable and evidence-based D&I framework for its member firms.

We provided advisory, consultation and strategic planning services to The Law Society.

We adopted an evidence-based approach to this, and created a three-step framework that can be used for actionable equity, diversity and inclusion change by:

- Drawing on our decades of experience working with leading law firms across the globe
- Compiling insights from our award-winning research
- Conducting observation and focus groups to build a picture of how end users work together, so we could apply an understanding of team dynamics and current attitudes to equity, diversity & inclusion in creating the framework.

[Access the framework here](#)

10/11/2023



Coaching

At Delta, we offer individual, three-person (e.g., line manager, direct report, and coach), and group coaching, known as **Delta Circles**, all of which can be delivered virtually or in person.

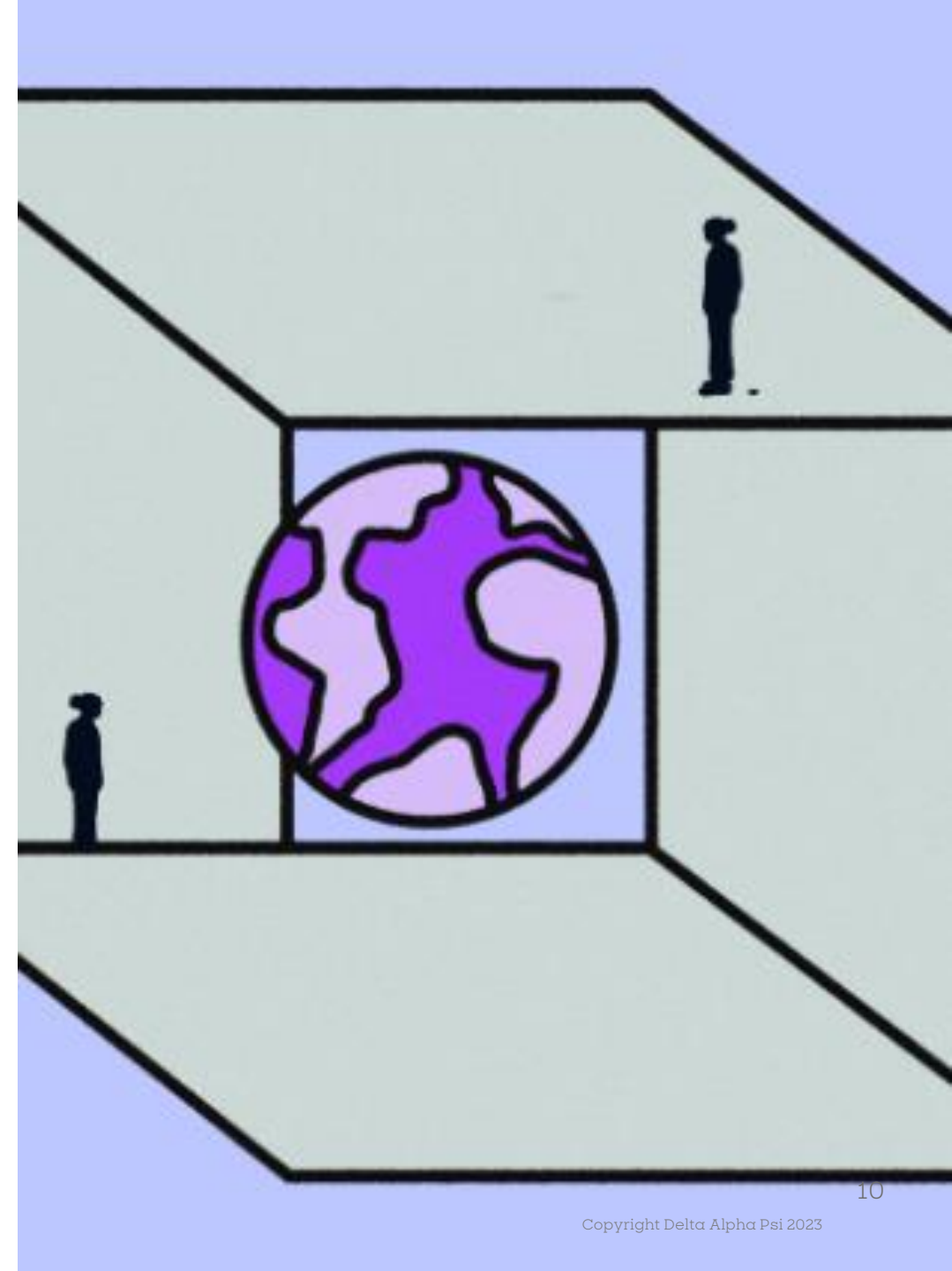
We have a track record in helping minoritised talent **chart a path to leadership** through embracing authenticity and leveraging unique strengths. We also specialise in helping majority group professionals recognise their role in driving equity for performance by equipping them to **effectively lead across difference**.

Our experienced and certified coaches engage clients in a **thought-provoking, goal-generating exchange** by listening, probing and appropriately challenging thinking and assumptions.



I really got a lot from the 3-way coaching and having an objective person's thoughts and reflections

- Senior leader, professional services firm



Speaking events

With over 50 years' combined industry experience and multiple research awards between them, Delta's Senior Consultants are **thought leaders across multiple diversity strands** and the building blocks for inclusive, equitable cultures and leadership.

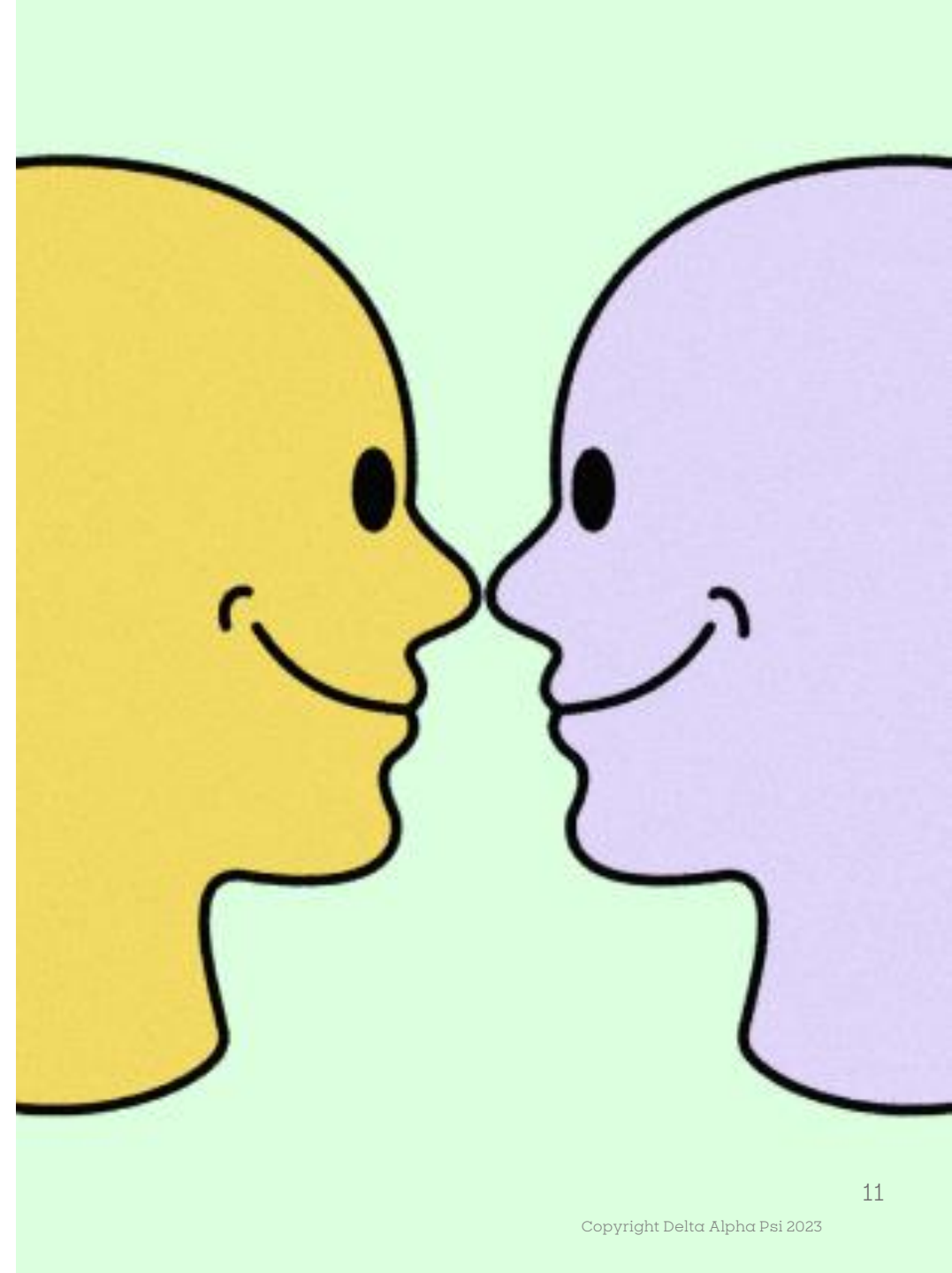
Our Founder and CEO Dr. Doyin Atewologun and the Delta team regularly deliver talks at workshops and events across the globe. We have experience of delivering a variety of talks, including:

- Research talks
- Keynote addresses at events
- Talks on specific equity, inclusion, culture change, and leadership topics



Doyin was a brilliant speaker, her anecdotes were interesting whilst also helpful to apply to situations. Really enjoyed the discussion.”

- **Manager, leading international law firm**



Workshops

Equity is more than a tick-box exercise. Our approach combines evidence-based design and content and thought leadership to **raise awareness, amplify will, enhance skills and maximise commitment.**

Building Blocks workshops are a series of virtual or in-person workshops, which can be supported with **Delta Circles**. We've specifically designed these to develop a team or individuals' capacity for inclusion and equity across a selected range of topics.

For a great introduction to understanding why equity at work is important, we've developed our **Open Workshops**, which focus on how diversity and inclusion can help an individual's performance.

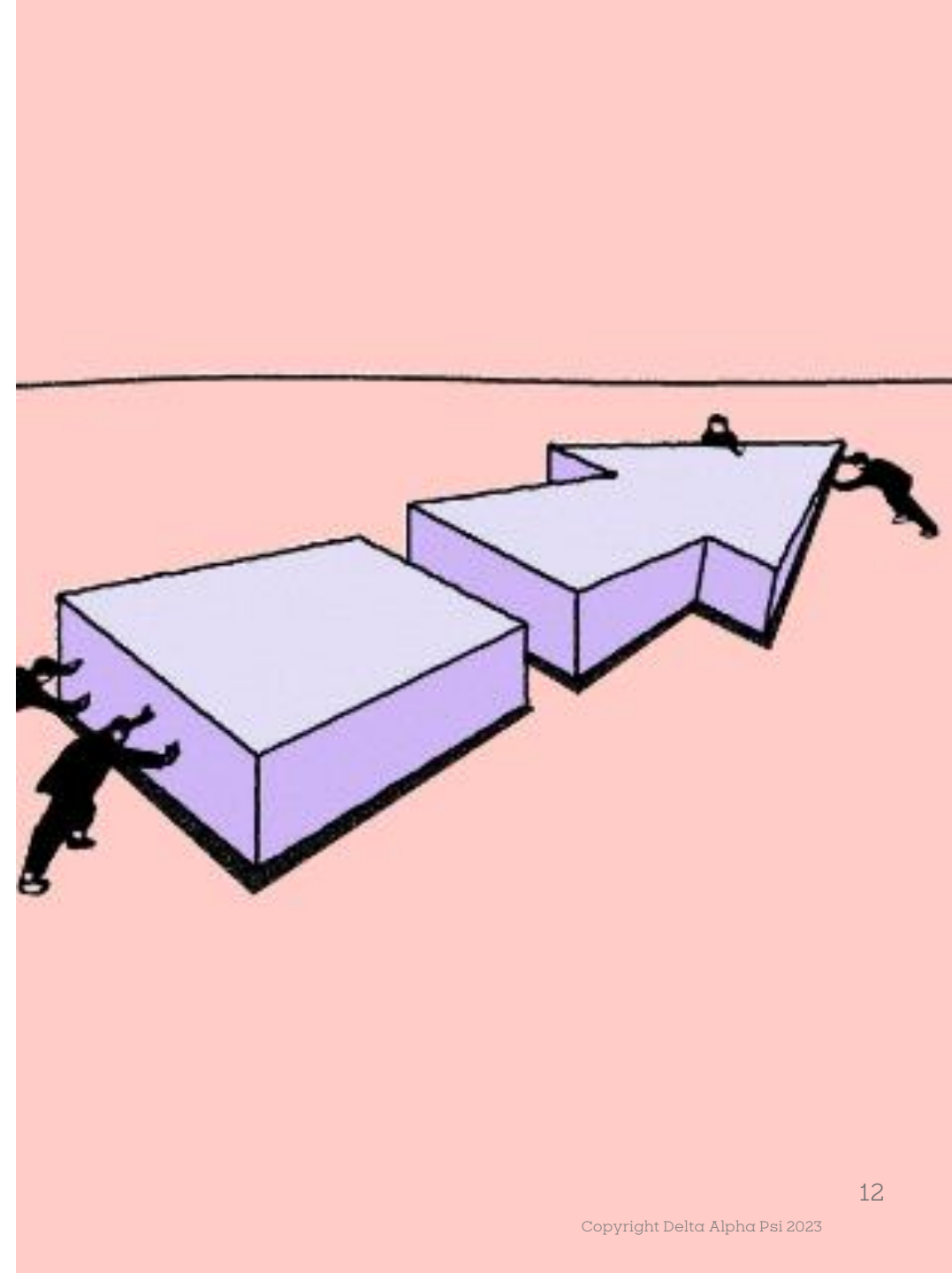
We cover a spectrum of topics to meet your needs to help your people thrive and your organisation flourish through diversity and inclusive excellence. For more information on what we cover, see our [key topics](#).

Delta's range of Open Workshops can also be delivered in-house (your organisation only).



Great focus on real-life, specific examples on top of overall theory. Didn't shy away from the difficult terminology, which was really helpful

- Manager, British charity/ think tank



Case study: Increasing race confidence in a major UK Civil Service Department

As a Thought Leader in race fluency, Delta was commissioned to develop a Race Confidence Programme for 160 senior leaders in a major UK Civil Service department.

Impact included:

Valuing a psychologically safe environment to explore commitments and learn from each other and hear practical tips in coach-facilitated Delta Circles, with several leaders committing to continue in peer communities beyond the Programme

98% of attendees agreed that the Programme met their expectations and stated outcomes.

Overall participant evaluation (out of 10)

7.64

Learning quality overall

7.77

Learning met its learner outcomes

8.2

Relevance of the content

8

Facilitation of the workshops

900

Colleagues attended the Race Confidence event co-hosted by Delta and the Civil Service leaders who had attended the Programme.

Inclusive Leadership Behavioural Scale and other assessments & surveys

Delta offers a wide range of assessments and surveys that help individuals flourish and diverse organisations thrive. Our tools are applied to debias processes, provide objective assessments, and aid personal development and career progress.

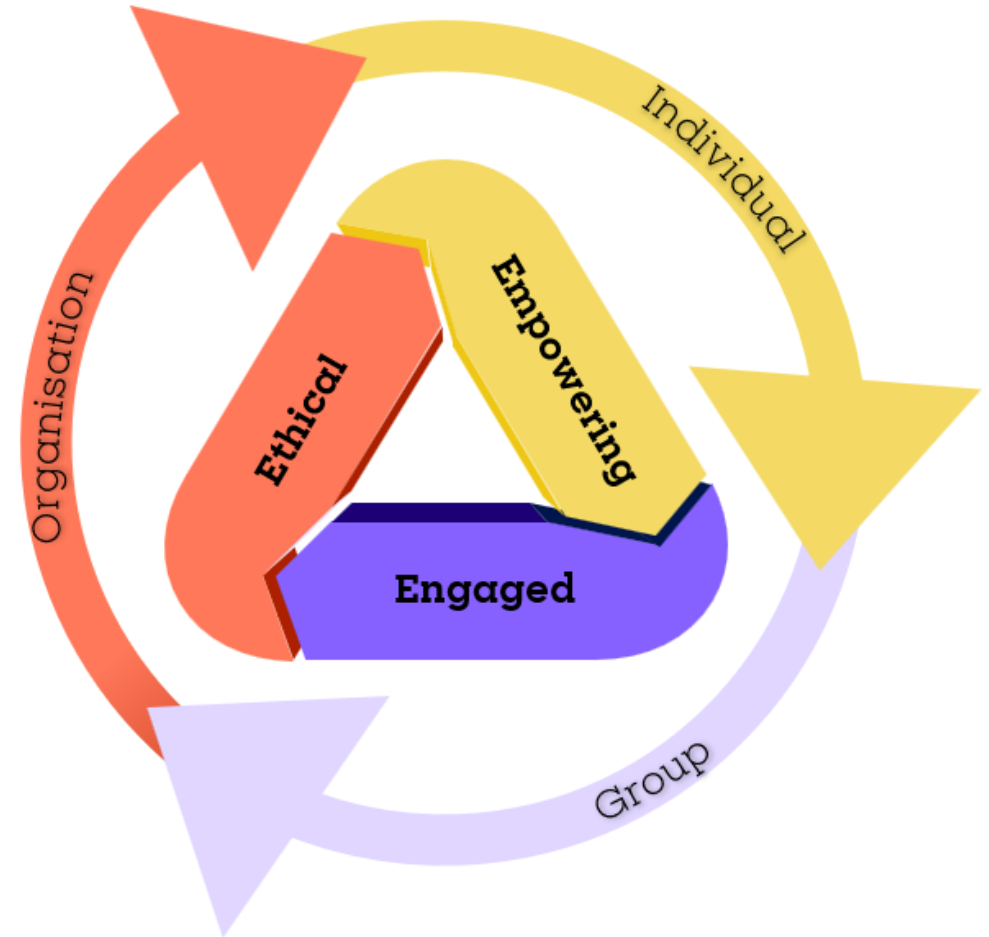
Our evidence-based **Inclusive Leadership Behavioural Scale** is based on three levels, or targets, of inclusion. Our behavioural framework captures three overarching impact outcomes fundamental to inclusive leadership: Engaged, Empowering & Ethical.

Following completion of an online assessment, you will receive a personalised report that breaks down your management style from an inclusion perspective, with a debrief from a Delta consultant, offering **actionable insights** to improve your management impact when leading across difference.



Understanding the 3 levels of inclusive leadership (self, team, organisation) - it gave me a new way of thinking about the areas I can have an impact on

- Senior Leader, professional services firm



Research

In our **Insights Sessions**, Delta's signature **Contrasted Sample** approach to research provides insights that will help shape your strategy for equity and inclusion. We collect insights from individuals and teams across under-represented *and* majority status groups. With this method we can **establish a cultural baseline** and identify similarities and differences in experiences from multiple perspectives, this provides insights that inform our tailored, evidence-based reports.

Our reports offer **strategic recommendations** and **practical actions** for leaders and the business to increase engagement, support your retention and progression goals and build inclusive cultures for performance.

The value of our Insights Sessions and Contrasted Sample approach is:

- We engage a wide sample of your employees in a systematic and confidential way.
- We elicit rich data to develop **storyboards, frameworks** or **tools** that foster understanding and engagement, for **sustainable change** that meets your **equity and inclusive excellence goals**.



Case study: Research to reduce demographic disproportionality in fitness to practise concerns for the UK General Medical Council

Delta was commissioned to identify the factors driving the disparity in referral for fitness to practise made to the UK General Medical Council (GMC) between certain groups of doctors and recommended key actions to address this issue.

We conducted a rigorous literature review, interviews and focus groups with **over 250 healthcare professionals** including GPs, Consultants, Medical Directors, Human Resources Directors and Clinical Directors from **15 case study sites across the UK**.

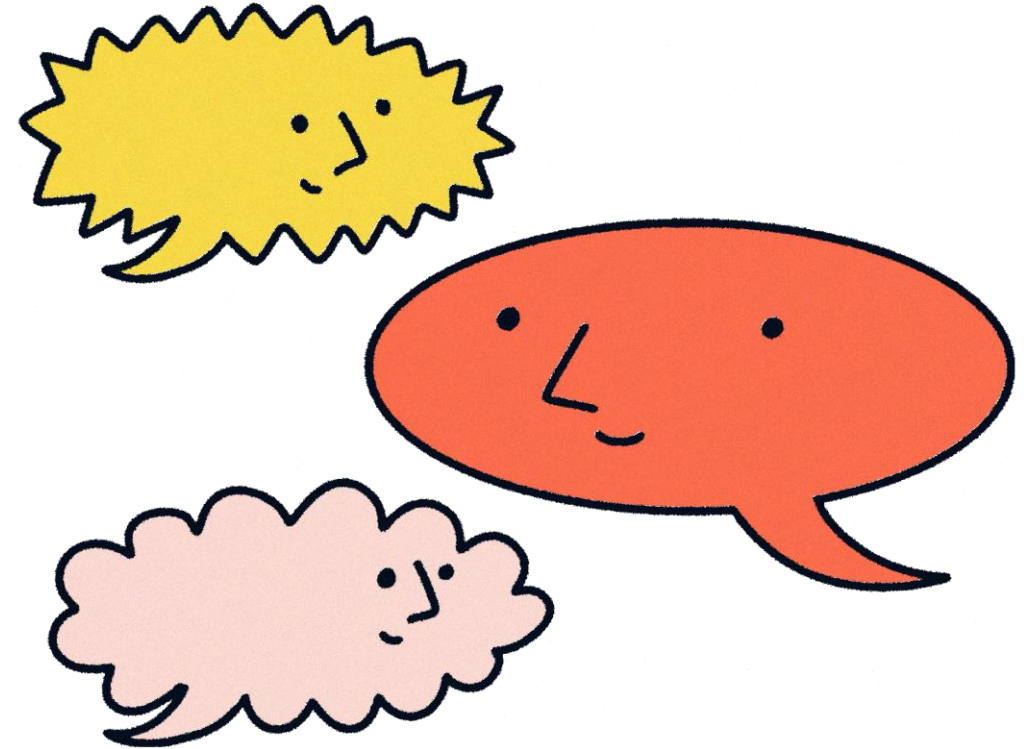
We offered several actionable recommendations to the GMC for

- Providing comprehensive support for doctors new to the UK or the NHS
- Ensuring engaged and positive leadership more consistently across the NHS
- Creating working environments that focus on learning and accountability rather than blame
- Developing a programme of work to deliver, measure and evaluate the delivery of these recommendations.



Your important work has allowed us to drive forward change and continues to do so. The comprehensive research, data and careful analysis from each review provided us with a wealth of evidence and insight to inform our 2021-25 corporate strategy and our priorities for the years ahead.

- **GMC Leader**



General
Medical
Council

Read the 'Fair to Refer' report [here](#).



- A unique blend of lived experience, academic qualification, and professional expertise.

Meet the team

We're a group of business psychologists and executive coaches who believe that organisations thrive when each person flourishes. We work with leaders, individuals and teams to meet performance goals and embed lasting cultural change in a workplace that is fairer and equitable for all.

We're trusted to deliver on this by leading international businesses and government bodies across the globe who have achieved sustained cultural change as a result of working with us.

Who we are

10/11/2023

What we do

We work with teams and individuals to effect change that makes the workplace thrive, and a fairer place for all. Delta can meet you at any stage in your journey, working with you to meet your representation targets and equity and performance goals.

Why we do it

We believe that organisations are only as strong as their people. Their people need to be seen, heard, and given the opportunity to succeed, as organisations thrive when each person flourishes. We've made it our mission to make the workplace a more equitable space for all, regardless of race, gender, orientation, or another characteristic that makes them who they are.

How we do it

At Delta, we're not afraid to have hard conversations. We explore complex and sensitive topics and offer evidence-based practical actions to equip teams for success.

With our adaptable approach, our experienced consultants will customise our services to align with your vision, listen to and capture the specific needs of your people, raising education and awareness through tailored content and practical skills application.

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Useful Resources

10/11/2023



Delta articles

A library of useful articles and resources covering all aspects of ED&I



Delta glossary

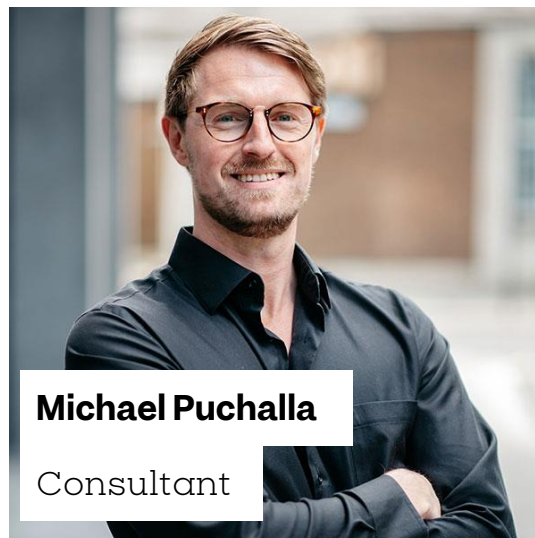
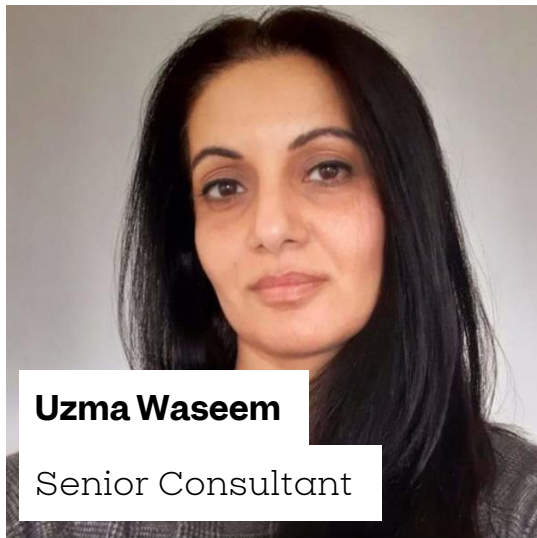
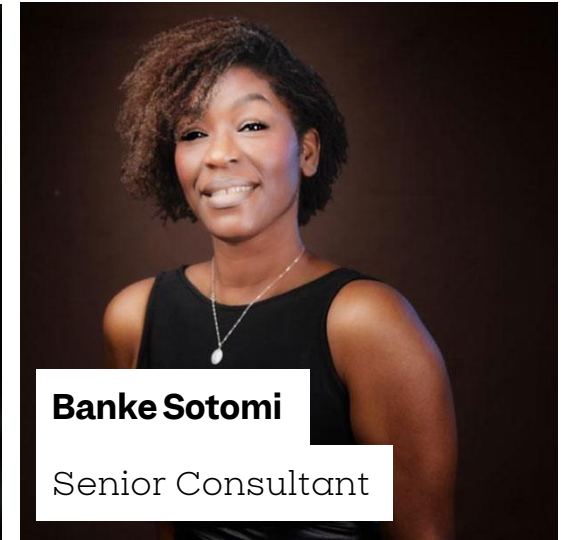
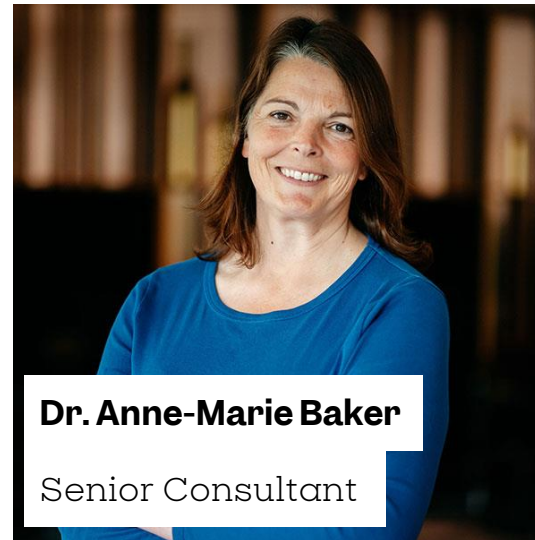
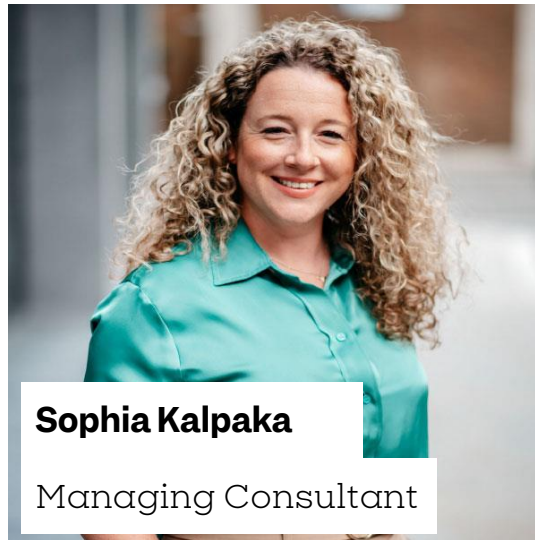
Definitions of the terms we use at Delta when describing ED&I topics.



Delta talks...

Our highly popular online webinar series

The Delta consulting team





- Working across sectors and services to drive inclusion and diversity

Clients & impact

Some of our clients



Linklaters



CLIFFORD
CHANCE



General
Medical
Council





The session itself was really well placed, recognising where a lot of the group were at, and I could see people totally hooked. I'm so glad we recorded it as I know I'll be watching it again.

Webinars



The content was really useful. I've started having conversations in and out of work about the content given in the session.

Workshops



Engaging
and incredibly
informative

Workshops



The interactive, thought provoking and open environment during the programme allowed me to really think about how I go about my work life and how I can improve and push myself to achieve more and help others to do the same.

Inclusion Ecosystem© change programmes



It has been one of the highlights of my career to date and has helped me to feel more comfortable being myself at work.

Inclusion Ecosystem© change programmes



It has made a difference by having a coach who has expertise in this area, it can be more meaningful.

Culturally intelligent executive coaching

Contact us

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E: info@deltaalphapsi.com

Our work is built on the pillars of:

Equity, diversity and inclusion

Combine the science of psychology and lived experience to create impactful, lasting change for businesses and people.

Rigorous design and methodology

Evidence-based learning and growth journey which engages the business ecosystem.

Cultural/Structural change and coaching

Solutions that stimulate authenticity and empower change agents at all levels.

Project management and tailored communications

Our project management office drives excellence in participant experience and business engagement.

The logo for Delta, featuring the word "delta" in a bold, lowercase, sans-serif font. The letter 'a' is stylized with a small triangle above it.