

THE GLASS LIFT

COLLABORATE

Creating an inclusive community

www.theglasslift.co.uk

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About The Glass Lift

At The Glass Lift our vision is to increase equality, diversity and inclusion in the workplace by changing the face of leadership.

Balanced and inclusive leadership at senior level increases organisational performance, yet despite the drive for change, progress is slow. At The Glass Lift, we apply the science of Psychology to accelerate the pace of change. We do this by developing inclusive leaders who release the talent and potential of all people, irrespective of gender, ethnicity, sexual orientation, age or disability.

We develop inclusive LEADERSHIP, CULTURES and COMMUNITIES.

Our core expertise is gender balance but we also work with partner Psychologists and organisations to support people from BAME and LGBT communities and people with disabilities. We support organisations to develop all potential leaders and create dynamic and inclusive work environments. We do this in three ways:

ELEVATE is our inclusive leadership development programme designed to support ALL aspiring leaders to progress their careers to senior level. ELEVATE can be tailored to the needs of your organisation and we actively encourage diversity on our programmes.

INTEGRATE helps leaders understand how an organisation's culture, structures and processes hinder equality, diversity and inclusion. We undertake research to identify, recommend and implement tailored INTEGRATE solutions that create an environment where ALL people thrive.

COLLABORATE is a community of influencers and change agents working together to increase balanced and inclusive leadership. COLLABORATE members include The Glass Lift alumni, leaders, role models, mentors and spokespersons from a range of organisations and sectors.

Why COLLABORATE?

The COLLABORATE Community is committed to increasing the number of women and other under-represented groups in leadership. COLLABORATE Members include The Glass Lift ELEVATE alumni, leaders, role models, mentors and spokespersons from a range of organisations and sectors.

COLLABORATE equips Members to drive change in their organisations towards increasing the number of women and other under-represented groups in leadership.

Membership of COLLABORATE will help you develop your inclusive leadership capability, raise your profile, and give you the opportunity to engage with members of a meaningful community of leaders to seek and provide support and share knowledge and practice.

How does it work?

The COLLABORATE Community is facilitated by The Glass Lift team and guided by a steering group comprised of COLLABORATE Members.

COLLABORATE Members are invited to join by invitation. Membership is FREE* and Members enter a Psychological contract with The Glass Lift team, this is the COLLABORATE Commitment:

- The Glass Lift team commits to facilitate the COLLABORATE Community, providing time, knowledge and resources to members.
- COLLABORATE Members commit to act to increase the number of women and other under-represented groups in leadership, to support other Members and The Glass Lift activities.

Evaluation and accountability

The COLLABORATE Steering Group will evaluate COLLABORATE and hold The Glass Lift team and Members accountable by monitoring how each abides by The COLLABORATE Commitment and the impact of Members' actions.

The COLLABORATE commitment

The Glass Lift team will facilitate the COLLABORATE Community, providing time, knowledge and resources to Members.

The Glass Lift commits to provide:

- **The COLLABORATE Knowledge Hub:** Exclusive to COLLABORATE Members and accessed via www.theglasslift.co.uk the Knowledge Hub contains latest information about inclusive leadership such as news, thought leadership, research, reports and TED talks. The information will be quality checked by The Glass Lift and will only be from reliable sources.
- **COLLABORATE on LinkedIn:** A forum for COLLABORATE Members facilitated by The Glass Lift team this LinkedIn group enables Members to connect by sharing news, comment and developments. Plus, post requests/offers for mentoring, sponsorship and speaking opportunities and to provide career support and post Board opportunities.
- **COLLABORATE for Equality:** A quarterly COLLABORATE newsletter for Members with links to The Glass Lift resources for use by COLLABORATE Members. Also, news, developments and comment on inclusive leadership, plus details of forthcoming COLLABORATE Events.
- **COLLABORATE Events:** At least two events each year providing the opportunity to hear from inspirational guest speakers and the chance to network with other COLLABORATE Members face to face.
- **Preferential rates on other Glass Lift services:** Special rates for ELEVATE Membership, single or multiple Executive Coaching sessions, Action Learning Set facilitation by our Psychologists, other Glass Lift Events and Masterclasses. ELEVATE alumni will have continued access to ELEVATE Member Area resources.

** The Glass Lift will pass on the cost of venue hire, refreshments and overnight accommodation (if desired) for COLLABORATE Events at a reasonable delegate rate to each Member.*

COLLABORATE Members act to increase the number of women and other under-represented groups in leadership, support fellow Members and The Glass Lift.

COLLABORATE Members commit to:

- **Engage in CPD in inclusive leadership** by applying the knowledge and resources made available via COLLABORATE Knowledge Hub and COLLABORATE for Equality.
- **Active Membership of the COLLABORATE community** by:
 - Making connections, posting, sharing and commenting on information on COLLABORATE on LinkedIn.
 - Attending at least **two** COLLABORATE events each year.
- **Drive change** by championing or supporting initiatives to increase balanced and inclusive leadership in their own organisation and/or by acting as a mentor and/or sponsor and/or speaking about balanced and inclusive leadership at meetings and events.
- **Support COLLABORATE Members** by sharing knowledge and/or practice about inclusive leadership.
- **Support The Glass Lift** by championing the work of The Glass Lift and brokering introductions to interested contacts internally and externally.

Join the COLLABORATE community

If you agree to the COLLABORATE Commitment and would like to join our COLLABORATE Community email enquiries@theglasslift.co.uk or call The Glass Lift team on **01453 763230**.

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Our clients

Our experience includes diagnosing, designing and delivering large scale projects for global and national organisations including companies in the IT sector, professional services, telecoms, media, energy, finance, hospitality, retailing, health, local government, charities and higher education. The Glass Lift is currently working with organisations from the private, public and voluntary sectors including:

- Various NHS Trusts and organisations
- South West NHS Leadership Academy
- The Met Office
- Devon & Cornwall Police
- Iken Business Ltd
- NDTI
- Centre for Sustainable Energy
- Bath & North East Somerset Council
- Devon & Somerset Fire & Rescue
- Southern Water
- World Association of Nuclear Operators
- Dentsu Aegis Network



Contact us

Email: enquiries@theglasslift.co.uk

Phone: **01453 763230**

Website: www.theglasslift.co.uk

Twitter: [@TheGlassLift](https://twitter.com/TheGlassLift)

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