

THE GLASS LIFT

INTEGRATE

Creating inclusive cultures

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 INTEGRATE?

It's now recognised that equality is not only the right thing to do but also the smart thing to do. Many organisations are committing to targets on equality, but the reality is that true equality and a more balanced leadership is proving difficult to achieve.

Realising equality at senior level is an immense challenge for organisations. The issues that get in the way of women and other under-represented groups are complex and need multifaceted sophisticated solutions. As organisations strive for the performance benefits of more balanced and inclusive senior teams they need tailored interventions that are targeted to their organisational context.

Benefits and outcomes

INTEGRATE will help you build strong and confident leadership teams. The benefits are higher quality decision making, innovation, greater levels of staff motivation and engagement, attraction of talent and increased retention rates. The outcomes include increased productivity and improved financial performance. We help organisations realise the benefits of equality in the workplace.

“ At The Glass Lift we have the expertise to design the right interventions for your organisation that will enable you to reach your targets. We help you create a culture that embraces equality, delivers on diversity and increases inclusion. ”

MARGARET DAVIES CPsychol AFBPsS
Occupational Psychologist & Director, The Glass Lift

INTEGRATE Solutions

INTEGRATE solutions tackle the complex challenges of increasing balanced and inclusive leadership and creating equality in the workplace. Working in partnership with our clients we support their leaders to drive change and create a culture of inclusion. We provide guidance on how your organisation's **culture, structures, processes** and **behaviours** may be hindering equality, diversity and inclusion. We give advice on how to achieve positive change.

INTEGRATE includes:

- **Primary research** to understand how equality, diversity and inclusion are experienced in your organisation.
- **Equality strategy development** with senior teams.
- **Workshops and events** to raise awareness of the benefits of equality, diversity and inclusive leadership.
- **Inclusive leadership development programmes** to support employees at all levels.
- **Making networks work**, channelling networks to drive inclusion
- **Accelerating behaviour change** after unconscious bias training
- **Team and executive coaching** to facilitate behavioural change and inclusive leadership.
- **Maternity and return to work** solutions that help retain and develop talented staff.
- **Flexible and work life conflict** interventions to increase productively and improve wellbeing.

“*The Glass Lift women in leadership programme is an excellent opportunity to support and develop our future leaders.*”

IAIN FORSYTH
Deputy Director Operations,
Met Office

Occupational and Business Psychologists

As Occupational and Business Psychologists, our practice is evidence based. We bring our extensive experience of working with large and medium sized organisations into our work with clients.

Accredited to use a variety of Psychometric instruments to facilitate behavioural change, we are also Coaching Psychologists and expert facilitators.



The
British
Psychological
Society

Chartered Psychologist

“*INTEGRATE combines excellent psychology with leadership. It's helping us to analyse our diversity and inclusion issues – and come up with practical and pioneering solutions to overcome them.*”

CAREY OWEN
Head of Leadership and OD,
Devon & Cornwall Police

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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

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