

THE GLASS LIFT

INTEGRATE

Increasing inclusion & creating equality at work

www.theglasslift.co.uk

INTEGRATE

Increasing inclusion & creating equality at work

About The Glass Lift

We 'Change the Face of Leadership' by applying the science of Psychology to help our clients to increase the number of women in leadership.

Increasing the number of women in leadership makes good business sense. Yet despite the drive for more women on boards, gender equality and diversity initiatives in many organisations, progress is slow. Only by changing workplace attitudes to leadership and women will we improve the prospects of a generation of women realising their potential as leaders.

At The Glass Lift our aim is to support our clients to increase organisational performance through equality, diversity and a culture of inclusion. This is our core expertise and we also work with partner Psychologists to support people from BAME and LGBT communities and people with disabilities to realise their potential as leaders.

We have two streams of work: **ELEVATE** and **INTEGRATE**.

ELEVATE creates a partnership between an organisation's talented women and its leaders. The ELEVATE leadership development programme supports aspiring women to move their careers forward to senior level.

INTEGRATE helps leaders understand how structures, processes and behaviours hinder equality, diversity and inclusion. We identify, recommend and implement tailored solutions that create an environment where ALL people thrive.

INTEGRATE

“*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
Occupational Psychologist & Director,
The Glass Lift

Why INTEGRATE?

It's now recognised equality is not only the right thing to do but also the smart thing to do. However, as many organisations commit to targets on equality, the reality is that gender equality 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 minority 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.

INTEGRATE

Increasing inclusion & creating equality at work

INTEGRATE Solutions

INTEGRATE is designed to tackle the complex challenge of increasing the number of women in leadership. Working in partnership with our clients we support their leaders to drive change.

We provide guidance on how your organisation's **structures, processes and behaviours** may be hindering your talented women and 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**, channeling 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 well being.

“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 Leadership and OD,
Devon & Cornwall Police

“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.



Chartered Psychologist

INTEGRATE

Increasing inclusion & creating equality at work

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 Operatives
- Dentsu Aegis Network



Contact us

Email: enquiries@theglasslift.co.uk

Phone: **01453 763230**

Website: www.theglasslift.co.uk

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

THE GLASS LIFT

Changing the face of leadership