



# INCLUDE

The Neuroscience  
of Smarter Teams™



## Promote More Creative, Connected, and Collaborative Teams

**INCLUDE** is a research-based solution to dramatically improve inclusion, collaboration, and team interactions throughout your organisation. This program provides a three-part strategy to support diversity and drive inclusion at scale:

### FIND COMMON GROUND™

Help People Feel  
That They Belong

### LIFT PEOPLE UP™

Make People Feel Valued  
and Respected

### HELP CREATE CLARITY™

Share Information and Help  
People Choose

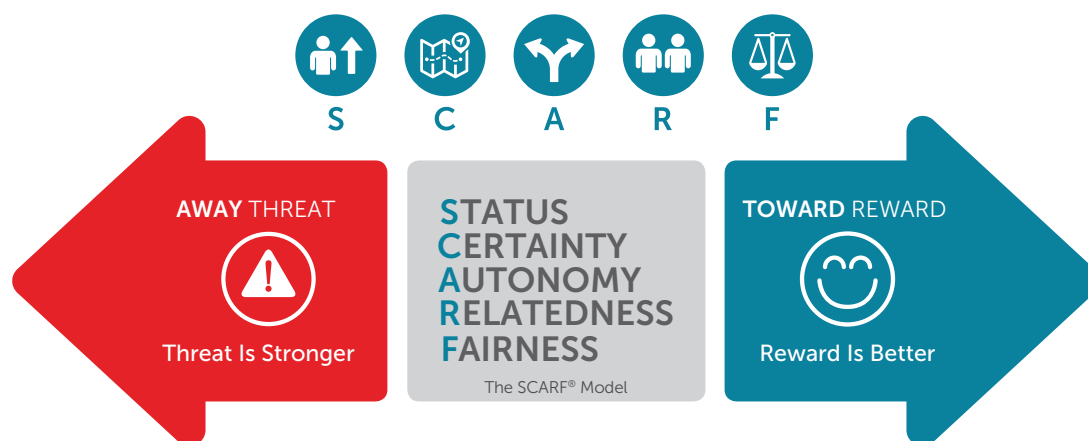
## What is Diversity Without Inclusion?

Diverse organisations tend to have stronger bottom lines, but only when all employees feel respected and valued. That's where inclusion comes in. Organisations that promote inclusiveness unlock collective intelligence to become more creative and collaborative.

## Send the Right Social Signals

The subtle signals we send others every day generate feelings of either inclusion or exclusion. Even a subtle comment or action can unintentionally trigger a social threat, causing a team member to feel excluded or to completely disengage. Our research shows that if you aren't actively including, you are accidentally excluding.

**INCLUDE** gives employees and managers an easy-to-recall inclusion framework based on the groundbreaking SCARF® Model, equipping them to dramatically improve their interactions and foster stronger working relationships in real time.



## Solution Overview



**Research Summaries**  
for a deeper dive into  
the brain science



**Practice Tools**  
to support habit formation  
through practice



**Meeting Guides**  
for guided application to  
real workplace scenarios



**Activities**  
for long-term sustainment  
and learning

### Digital Learning Solution (DLS):

Bite-sized audio and video content delivered across four weeks to thousands of managers at a time

### High Impact Virtual Experience (HIVE):

Three 90-minute sessions using NLI's HIVE (High Impact Virtual Experience) methodology, impacting hundreds to thousands of participants

### In-Person Workshop:

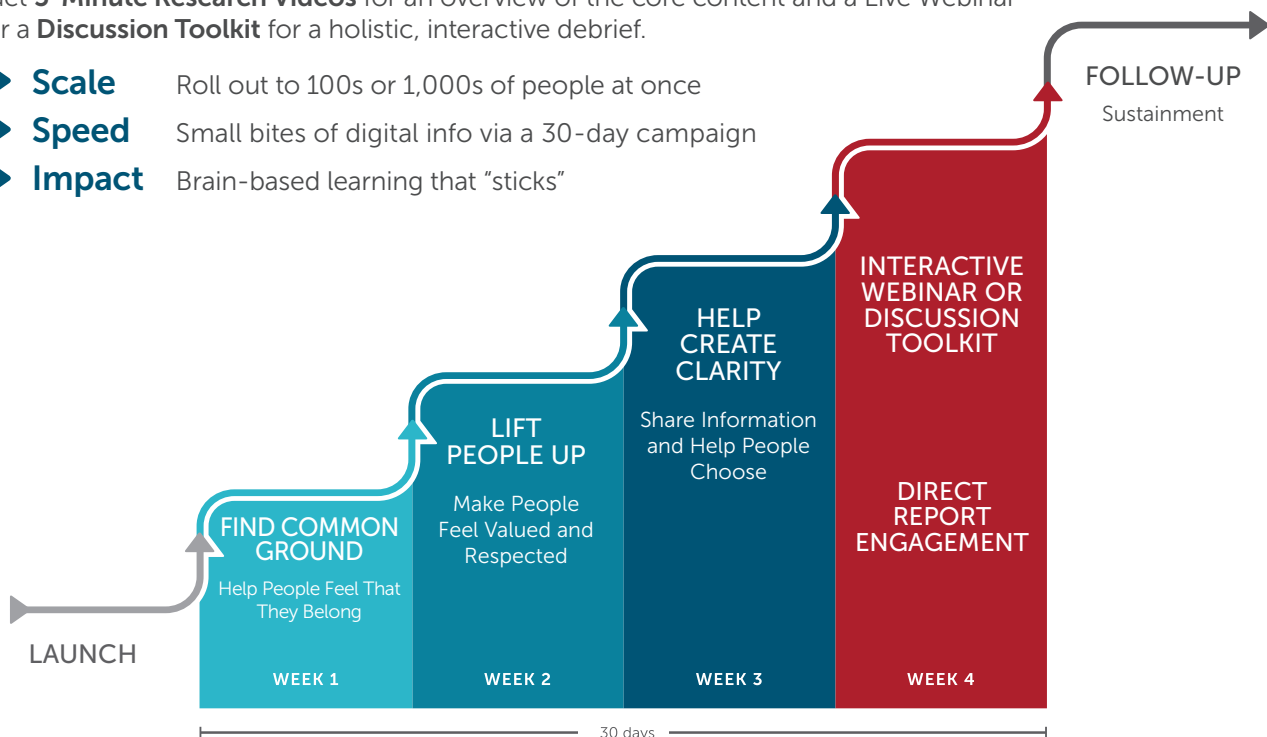
Expert-led, generative learning experiences, offered as a half-day session with tailoring options to fit your organisation's needs

## 30 Days to Integrate

The **INCLUDE** Digital Learning Solution seamlessly integrates into your organisation and guides every employee to build inclusive habits and drive stronger social interactions and collaborations.

Get **5-Minute Research Videos** for an overview of the core content and a Live Webinar or a **Discussion Toolkit** for a holistic, interactive debrief.

- ▶ **Scale** Roll out to 100s or 1,000s of people at once
- ▶ **Speed** Small bites of digital info via a 30-day campaign
- ▶ **Impact** Brain-based learning that "sticks"



## For more information



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