

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 ground-breaking SCARF® Model, equipping them to dramatically improve their interactions and foster stronger working relationships in real time.



AWAY THREAT



Threat Is Stronger

**STATUS
CERTAINTY
AUTONOMY
RELATEDNESS
FAIRNESS**

The SCARF® Model

TOWARD REWARD



Reward Is Better



NeuroLeadership
INSTITUTE

neuroleadership.com

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:

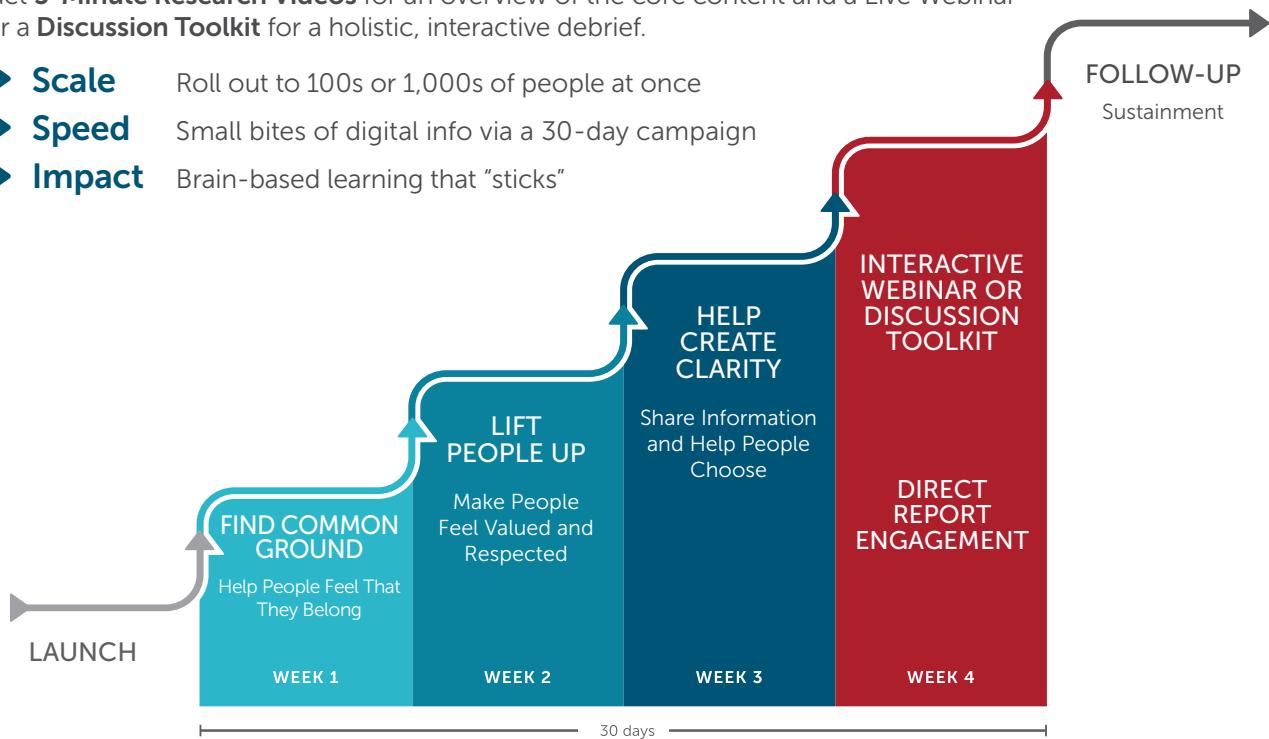
Expert-led, generative learning experiences, offered as a half-day session with tailoring options to fit your organisation's needs

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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