Petroleum Development Oman

Familiarisation

- Review of Policies & Procedures
- Unconscious Bias Review
- Engagement
- Managing Director's Committee
- Key Stakeholders
- Inclusion Intelligence Council
- Qualitative Baseline
- Comments from 1-2-1 Interviews
- Focus Groups
- Employee Survey / Inclusion Intelligence Survey
- Data Mining
- Analysis of Data



Training

- Open Minds Inclusion Intelligence Council
- Train the Trainers
- H&D Focal Points
- 'Speak Up' campaign
- MDC Workshop
- Executive Action Plan

Strategy

- Action Plan
- 3 Year Plan
- Inclusion Intelligence Scorecard
- Metrics / KPIs
- Communications Plan
- Internal & External
- In-Country Value
- GCC D&I Leaders
- Competitor Benchmarking
- Sector Analysis
- High-performing company analysis

شركة تنمية نفط عمان
Petroleum Development Oman

Activation of Change @ PDO: Keynote

Consultancy

- D&I Celebration Day
- D&I Survey
- Website / Social Media

Case Study - Olympic Delivery Authority

EMBEDDED CONSULTANCY

- Public Consultation
  - Legal Requirements
  - Protected Characteristics
- Engagement with Stakeholders
  - Olympic (GLA & DCSM)
  - Feedback to external stakeholders
- Determination of Targets
  - Incorporation into ED&I Strategy

ED&I STRATEGY

- Action Plan
  - Accountability
  - Ownership
  - Budgets
  - Timescales
  - Milestones
- Procurement
  - Development of Strategy
  - Appraisal and bids of work
  - Evaluation of E&D elements

ED&I TRAINING

- Unconscious Bias
- Equality & Diversity
- ED&I Awareness

Global Diversity Practice

Olympic Delivery Authority

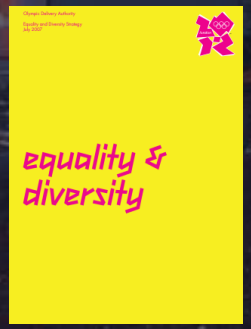
INCLUSIVE BY DESIGN

EMPLOYMENT OPPORTUNITIES

BUSINESS OPPORTUNITIES

COMMUNITY ENGAGEMENT

INTEGRATION





Leaving a legacy of sustainable employment and skills was a priority.

By the end of the London 2012 construction project, around 40,000 people will have experienced work on the Olympic Park or Athletes' Village, with thousands of new jobs and training opportunities created. Leaving a legacy of sustainable employment and skills was a priority for the ODA, as was its ambition to leave an equality legacy: to improve the construction industry's approach to equality and inclusion, increase the diversity of the workforce and establish fair and transparent job and business opportunities.

At the end of the 'big build', 20 per cent of the cumulative workforce employed on the Park was from the local area, with 15 per cent black, Asian or minority ethnic. Three per cent were women and 1.5 per cent were disabled people.

Other successes include implementing the skills programme on the London 2012 construction project, the role of the Job Brokerage in increasing diversity and employment of local people, and the collection of data to inform the ODA's strategies.

The Olympics have been the most inclusive event in Britain in my lifetime

London 2012 Olympics: How Britain's multicultural capital won the hearts of people from every nation

"We want the Games in London to be remembered as the most inclusive games ever"

20% of workforce live local
15% BAME
3% women
1.5% people with a disability

Case Study - Facebook

The Objective

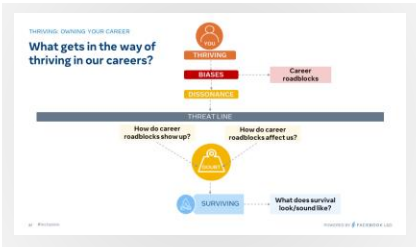
To develop a multi-phased series centred on thriving as a diverse professional framework aimed at helping Black, Indigenous, non-dominant Latinx and Asian employees feel more empowered and confident.

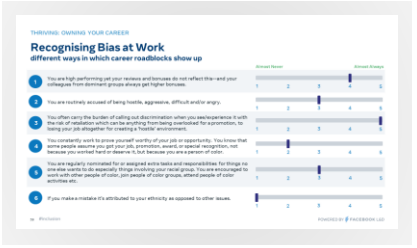
The Outcome

Two workshops including practice lab sessions :

1. How bias gets in the way as a career roadblock and its impact on the individual and their career.

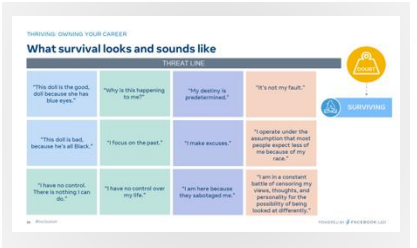
2. Providing strategies and tools aligned to the Facebook career growth framework, on how to overcome career roadblocks, reclaim your career and thrive.



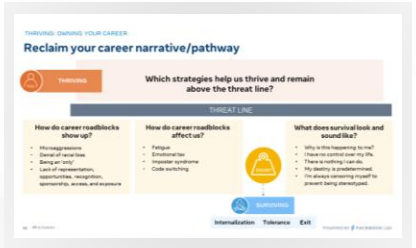














Participant Feedback

"Great experience overall. Really appreciate the thought put into the course!"
"Empowering session!"

Case Study – DHL

Project Brief

- GDP partnered with DHL in 2019 to support in their D&I journey
- We have taken a multi-pronged approach in order to ensure success of DHL's D&I agenda
- Since 2019, GDP has supported DHL on developing their global strategy, conducted various workshops with different parts of the organisation and debiased DHL's recruitment processes across the globe.
- Created a global eLearning programme to cascade learning to all managers within DHL

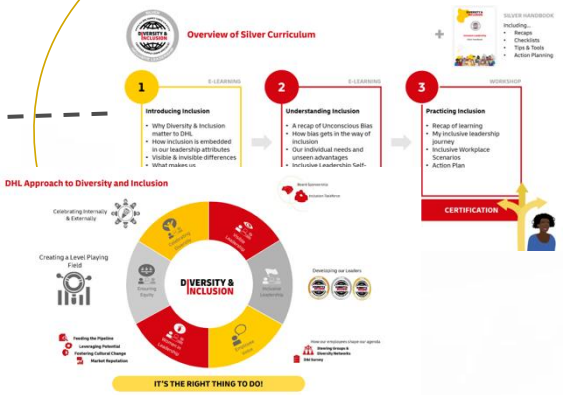
Global Debiasing Project

- Analysed selection data (where possible) at each stage of recruiting for all 15 countries with highest volume of recruitment in 2020
- Familiarised with local legal frameworks across 5 regions/ 15 countries
- Interviewed recruiters, hiring managers and recent candidates in each of the regions to identify bias hot spots in processes
- Conducted an ideation session with each of the 5 regions to co-create a regional action plan and co-create their local action plans based on the recommendations of the analysis of findings



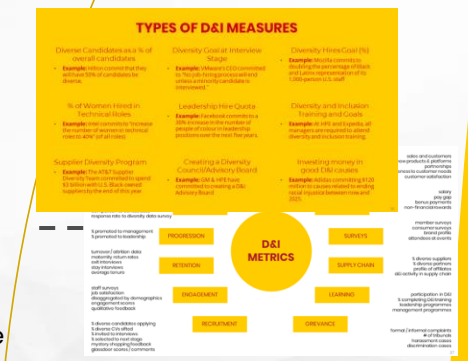
Silver Curriculum eLearning

- GDP partnered with DHL to create two eLearning modules and a virtual workshop as a part of their Inclusive Leadership curriculum and build upon the foundations of their previous modules.
- As part of the module, GDP has developed a programme to focus on why Inclusion matters in DHL and provides tools, checklists and action planning guides to support the Managers' journey.



Flash Survey & Strategy

- GDP analysed existing D&I collateral for DHL
- GDP carried out a series of 1-2-1 interviews and a flash survey to establish DHL's current state as well as recommendations for their strategy
- Conducted a 3-day Strategy Ideation session to develop the strategy, vision, roles & responsibilities and governance



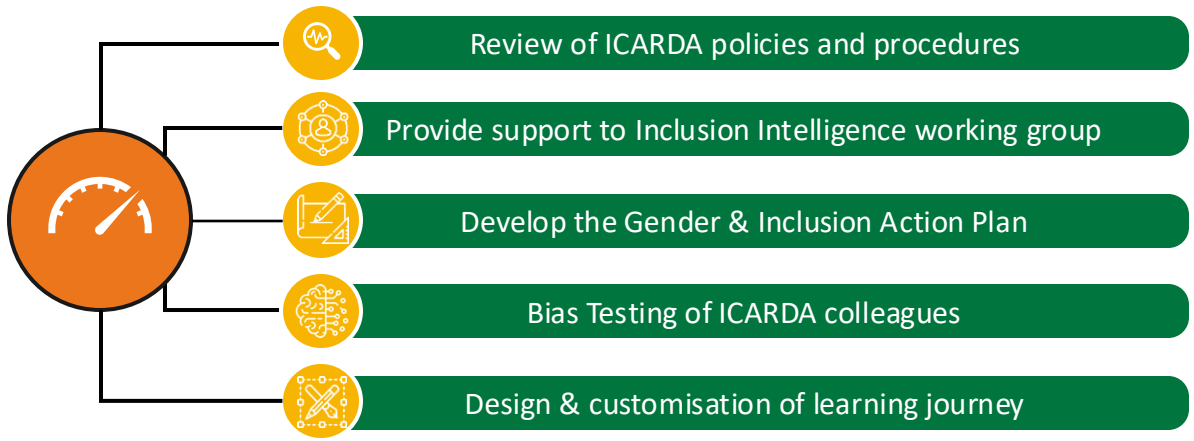
Inclusive Leadership Workshops

- Conducted Implicitly bias testing for various teams within DHL
  GDP's Inclusive Leadership learning has been delivered to DHL's global employee workforce including the HR Leadership Team, Board, Senior Leadership, & the Inclusion Taskforce
  Additionally, we have designed and cascaded bespoke Inclusive Leadership eLearning programs and virtual classrooms/workshops to embed the learning across the organisation and create culture change



ICARDA

ICARDA



Delivered Gender, Diversity & Inclusion workshops to three locations:



Egypt



Lebanon



Morocco

- **100%** of delegates would recommend the event to a colleague;
- **100%** of delegates agreed or strongly agreed that the Workshop met their learning objectives & was relevant to ICARDA;
- “Very interesting course that opens our eyes to many important things (behaviours, way of acting and thinking) and shows us the way to improve ourselves as leaders.”

King

King is a video games developer based in Sweden, and a subsidiary of Activision Blizzard King, the world's largest video games company. King commissioned GDP to create a unique workshop for a Sales & Advertising offsite event in Nashville.

The workshop was designed to help under-represented groups recognize and work through their career blockers, whilst helping all participants become better allies. The content was designed to be inclusive terms of demographics and language used. The methodology had to be creative and playful, in line with King's mission of making the world playful, and transferring meaningful learning through a fun and highly interactive experience.

GDP created the 'Crushing Your Career Blockers' workshop, including a Candy Cups activity inspired by King's breakaway video game hit, the Candy Crush Saga.

The workshop was delivered to ~150 global participants and had fantastic positive feedback. King are now looking to roll this experience out to other teams.

"A huge thank you for today. You were amazing! People are telling me how much they enjoyed the session."

- Associate Director, L&D



Client Case Studies

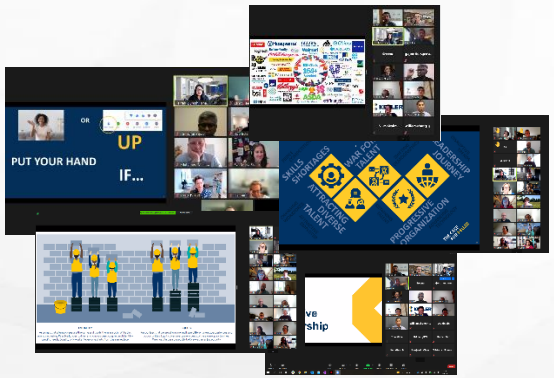
KELLER

DEI Awareness and Unconscious Bias Training

1. **Raise Awareness around DE&I basics**
2. **Communicate Keller's strategy and approach to DEI**
3. **Utilised Keller's DEI toolkit on best practice to equip and enable progress**

"Though we are aware of DEI, the refreshing session made us to be more conscious in our decision making"

"The session was superb, last few months we heard many times about DE&I, so today's session was quite clear and many queries/question on DE&I are clear now."



Balfour Beatty

D&I Audit and Benchmark against Competitors, Sector and Global Best Practice. Data mining of policies and procedures for adverse impact.

Engagement within 6 Opcos. 1-2-1 Interviews, 18 Focus Groups.

Development of Diversity Strategy and Action Plan. E-Learning toolkit, Drama Based Learning Videos. Open Minds Workshop.

Global Action Plan & Strategy. Present to Executive Leadership Team. Training to 3 Business Streams and all Leadership Teams. Cascade to Major Projects division.

BARRATT DEVELOPMENTS PLC

Solution

Cascaded learning throughout the whole organization through eLearning module



"Good course, good participation levels that kept everyone engaged. Good balance between listening and workshop activities."



Taylor Wimpey

ESTABLISH THE BASELINE

PLANNING PHASE

BUILD THE FOUNDATIONS

DEVELOPMENT PHASE

DEVELOP CONFIDENCE & COMPETENCE

IMPLEMENTATION PHASE

BECOME AN EMPLOYER OF CHOICE

CASCADE PHASE

- **100%** of participants understand exactly what **'diversity and inclusion'** means;
- **100%** of participants understand what **'unconscious bias'** is;
- **100%** of participants believe D&I can help themselves and Taylor Wimpey achieve **talent and business goals;**
- **96%** of participants know what they can do to **support the attraction of diverse talent**;
- **96%** of participants feel they could **influence** colleagues, clients, and other stakeholders to **integrate D&I principles into their practice**