MAXIMIZING PERFORMANCE THROUGH DIVERSITY AND INCLUSION SOLUTIONS
Diversity and inclusion is a strategic imperative for Sodexo and contributes to the success of our global business and mission – to improve the quality of life of those we serve.
OUR GLOBAL OFFICE OF DIVERSITY IS COMMITTED to providing our clients with a variety of tools, techniques, and experiences, designed to assist employees at all levels, to develop the skills and competencies they need, to effectively lead in the diverse workforce of today and tomorrow. At Sodexo, it is our goal to share with our clients the best consulting solutions and learning workshops to support them in their own diversity and inclusion agenda.

We know that like us, our clients believe that there is strength in diversity, and by celebrating our strengths and differences, we will accumulate to a whole that is much larger than all of our parts.

For nearly two decades, Sodexo has been at the forefront of leadership and innovation in diversity and inclusion worldwide. We are proud of the more than 100 external awards and recognition we have received since the beginning of our journey. The company has received multiple awards, from being honored by DiversityInc as an inaugural Hall of Fame recipient to landing on FORTUNE magazine’s list of “World’s Most Admired Companies.”
EXECUTIVE PLANNING & DEVELOPMENT:

Diversity and inclusion training starts at the top. This facilitated session is designed to create alignment at the executive level, and defines clear objectives in order to implement a diversity and inclusion strategy. From business rationale to identifying metrics and measures, this all-inclusive workshop highlights the key features of Sodexo’s best practices in diversity and inclusion.

NEEDS ASSESSMENT:

The best place to start is at the source. In this assessment, interviews and focus groups with employees and/or customers are conducted. Based on feedback, an executive briefing will be created complete with recommendations for forward momentum.

MENTORING:

Mentoring contributes to your Employee Value Proposition and the ability to attract, engage, develop and retain diverse top talent. With the support of a subject matter expert, you will learn how to design and implement a comprehensive mentoring strategy for your organization.

DIVERSITY LEARNING SOLUTION:

Through Sodexo’s suite of Diversity Learning Labs outlined on the pages that follow, managers gain awareness and build their skills as inclusive leaders. These sessions can be facilitated either in person or via virtual webinars.

EMPLOYEE BUSINESS RESOURCE GROUPS & DIVERSITY COUNCILS:

Strategic employee communities become the “boots on the ground” to move your inclusion and diversity strategy forward. Learn how to develop the governance that will create and sustain high performing affinity groups and councils, or take your existing communities to the next level.

SPEAKERS BUREAU:

Tap into a broad network of subject matter experts who will offer inspiring talks that advance your culture of inclusion and belonging. Participants will reflect on the insightful messages long after the keynote or presentation has concluded.
SELECTING THE BEST TALENT

Enable leaders to become culturally competent by understanding the power in diversity and, in turn, learn how to leverage those skills for positive future growth at the start of the hiring process.

- Explore why inclusive, diverse talent acquisition is critical to management and team success.
- Teach managers to be aware of differences and provide them with tools and skills to become culturally competent.
- Enact a plan for responsibly fulfilling future hiring needs.

INCLUSIVE PERFORMANCE FEEDBACK

Use the cultural competence skill set and learn to give effective one-on-one feedback to diverse individuals in order to foster employee advancement.

- Recognize gaps in communication as a result of cultural differences.
- Identify inclusive behaviors and languages that create successful, beneficial, one-on-one relationships.
- Practice thinking, speaking, and behaving in ways that demonstrate cultural competence.
- Reinforce the use of an inclusive feedback tool.

NANO-BYTES THAT STING

Identify management micro-messages in the workplace, positive or negative, that demotivate, devalue, and decrease productivity, and learn methods to remove this messaging from manager-employee communication.

- Identify micro-messages (unconscious gestures, subtle comments, or slights that can either enhance or hinder performance) in the workplace that demotivate, devalue, and impair productivity.
- Build a constructive environment of inclusion through self-assessment and re-engineered thought on encouragement and job coaching.
INTERRUPTING UNCONSCIOUS BIAS

Teach and practice inclusive behaviors that identify and disrupt unconscious biases that may exist in the team environment.

- Uncover and assess individual conscious and unconscious preferences.
- Introduce and practice using the “Four Steps to Challenging Assumptions” tool.
- Teach and practice inclusive behaviors to lead, inspire, and sustain dynamic teams.

THE VOICE PROGRAM

Create an inclusive workplace for people with disabilities, and enable an atmosphere for self-identification which provides the ability to ask for what they need to succeed.

- Demonstrate the value of creating an inclusive workplace for those with disabilities.
- Learn specific practices that foster an environment that encourages individuals with disabilities to realize their full potential.
- Discover the importance of becoming a visible ally to those with disabilities.
GENERATIONS IN THE WORKPLACE

Define the key characteristics of primary generational groups currently in the workforce, and explore ways to facilitate understanding and team communication.

- Identify how generational differences can shape workplace behavior and interactions.
- Define the key characteristics of the four primary generations: Traditionalists, Baby Boomers, Generation X, and Millennials.
- Gain further understanding of each individual belief set in order to improve cross-generational communication.

BRINGING YOUR WHOLE SELF TO WORK

Raise awareness and teach methods to continually foster a respectful and equitable team environment for lesbian, gay, bisexual, and transgender employees.

- Understand underlying assumptions about LGBT employees in the workplace.
- Use interactive exercises to enable employees to become allies and create a more inclusive work environment.
- Demonstrate the business case for LGBT inclusion.

BUILDING A CULTURE OF AUTHENTICITY

During this session, participants are invited to “take off their masks” so they can show up more authentically at work and in their lives. Through a supportive and enriching dialogue, colleagues explore ways to foster a more inclusive culture, encourage respectful interactions, and create greater sense of belonging. Application is immediate and results in improved relationships, ease in connecting across difference and enhanced performance.

- Define and role model authentic behaviors.
- Engage in dialogue that enhances leadership capabilities.
- Enhance organizational culture to consistently invite authenticity, a sense of inclusion and belonging at work.
Building and leading high performing teams is one of the most complex challenges we face as leaders. This interactive 90 minute workshop uses the high performance framework and diversity and inclusion as a strategic lever to improve team effectiveness and performance. Through interaction and group exercises, leaders will have an opportunity to discuss how to lead, inspire and manage their teams, and share best practices.

- Examine individual actions and the effect on high performing teams.
- Assess your leadership style and increase self-awareness and accountability.
- Give and receive inclusive feedback.
- Practice inclusive language and behaviors.
LEADING AND COLLABORATING WITH CULTURAL AGILITY

Evolving, global business needs require an expanded skill set. This session provides tools that help leaders thrive, while inspiring stronger collaboration among culturally diverse, geographically dispersed teams. In doing so, leaders will achieve higher performance levels.

- Increase self-awareness on the impact of culture in our day-to-day work.
- Identify and address barriers that may impact working with culturally diverse and geographically dispersed teams.
- Enhance understanding of how leaders communicate, build trust, and collaborate effectively across cultures.