

Inclusive Leadership Solutions



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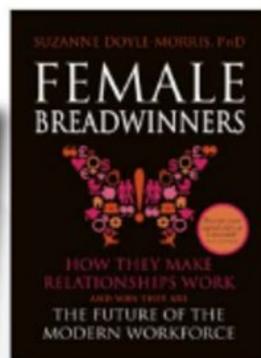
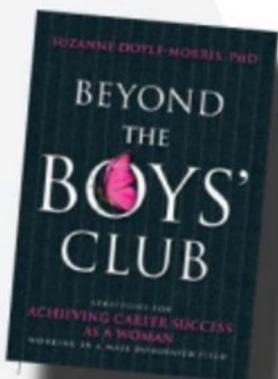
Suzanne Doyle-Morris, PhD Speaker & Unconscious Bias Games Specialist

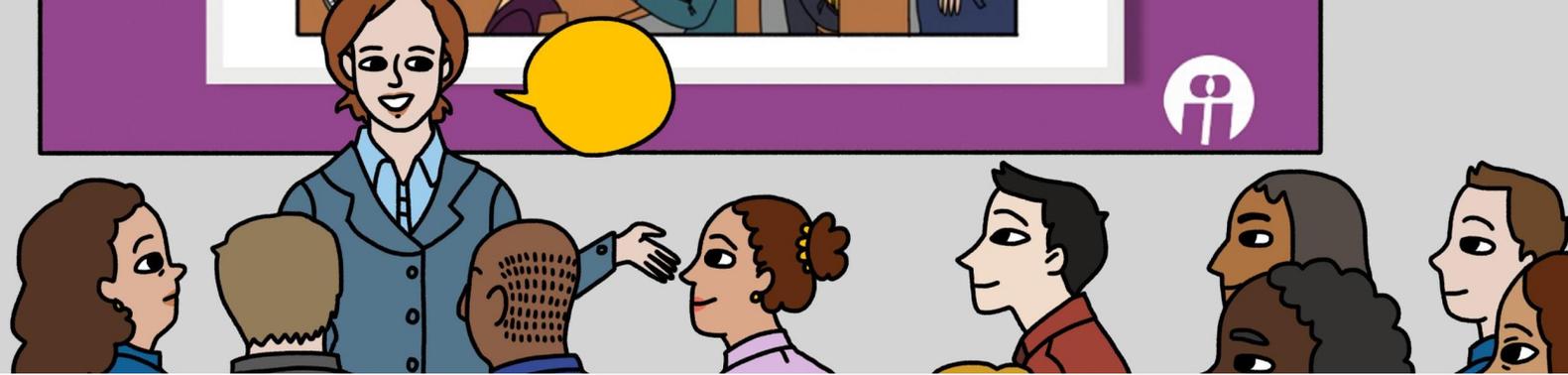
The strongest teams benefit from the diversity of thought that comes from a mix of races, nationalities, ages, gender and backgrounds. Dr. Doyle-Morris' bottom line? Inclusive leaders create the most engaged, innovative and therefore profitable teams. Dr. Doyle-Morris received her Ph.D from the University of Cambridge, where she focused on the experiences of women working in male-dominated fields.

She is author of [Beyond the Boys' Club: Strategies for Achieving Career Success as a Woman Working in a Male Dominated Field](#) and [Female Breadwinners: How They Make Relationships Work and Why They are the Future of the Modern Workplace](#).

Beginning her specialism 20 years ago, she was among the first to speak on the role of gender balance in promoting innovation in modern organisations. Her message is now corroborated by research from sources ranging from McKinsey to Harvard Business School linking inclusion with everything from increased profitability to a decreased chance of bankruptcy and even corporate fraud.

InclusIQ believes inclusive leadership can be learned and used as a competitive advantage in a global marketplace. They have developed an Inclusive Leadership package of games-based workshops to improve diversity of thought and reduce bias. Clients are mainly FTSE100 and membership organisations.





Interactive Keynote Presentations

RIPPLE EFFECTS: HOW TO PERSONALLY REDUCE WORKPLACE BIAS

The smartest leaders know inclusion is ‘the new normal’ in an increasingly diverse global talent pool and consumer base. With the modern emphasis on bias, Dr. Doyle-Morris discusses how conversations about bias are difficult but a new requirement for any 21st century leader who wants to stay ahead of the curve. Dr. Doyle-Morris, weaves stories from her 20 years in diversity and inclusion to look at 3 keys to reducing bias. This includes::

- Tackling the unspoken messages your organisation is unintentionally sending that hinder inclusion
- Questioning what behaviours really get rewarded
- Prepare for difficult diversity conversations by valuing courage and curiosity over ‘correct’

RAISE YOUR PROFILE WITH AUTHENTICITY TO MOVE BEYOND THE BOYS’ CLUB

A firm favourite since it accompanied her first book; [‘Beyond the Boys’ Club’](#), Dr. Doyle-Morris uses this presentation to offer tangible strategies that benefit both female and male audience members. She helps people own their achievements to become comfortable with self-promotion for themselves and their teams, to get the recognition they deserve. Building on her long-standing coaching practice and academic research, This includes:

- ‘Tooting your own horn’ whilst maintaining your credibility and authenticity
- Recognising you won’t get the next level without delegating more at both work and home
- Getting comfortable with being 80% perfect

HOW PROACTIVE COMPANIES ADAPT TO THE RISE OF FEMALE BREADWINNERS

Organisations must adapt to the rising tide of women who are the main earners for their family, which has changed the modern workplace and the future talent force. Drawing from her second book [‘Female Breadwinners’](#) Dr. Doyle-Morris then addresses how organisations and individuals can evolve to retain and develop key talent for the future. This includes:

- Rewarding ‘quiet leadership’
- Moving mentoring towards sponsorship
- Highlighting the internal ‘inclusion heroes’ and the pockets of best practice they create

UNLEASH YOUR GENDERED SUPERPOWERS

Both men and women have unique intrinsic ‘superpowers’ that have been tangibly linked to bottom line benefits. But too frequently, we expect the minority group to act like the majority group in order to get ahead. Rather than encourage them to take on traits and habits with which they don’t identify in order to succeed, encouraging people to be more authentic...and be rewarded for it, is the only way for proactive organisations to get ahead. Smart organisations capitalise on difference. This includes:

- Understanding how gendered skills are linked to profitability
- Recognising gender is only one part of diversity, but one that creates profitable innovation
- Taking up power poses to own your space and impress stakeholders

Contact info@inclusiq.com to discuss how InclusIQ can help you achieve your diversity and inclusion goals.

What clients say

Suzanne is one of my favourite presenters, not only is she entertaining and forthright, she also has fascinating insights and provides practical tips and advice which can be put to immediate benefit. A pleasure to have at events.

- Laura King, Partner, Clifford Chance

The workshop was even better than I'd expected, a really innovative mix of technology and live discussion. The game was fantastic in immediately sparking interaction, and helped people see the negative consequences of even well-intended mistakes, as well as how to avoid those choices in the future. It got people sharing their own experiences and perceptions from the start. I'd definitely recommend it!

- Danny Helson, Programme Manager, Informatics, University of Edinburgh

Suzanne was the keynote at our launch of our sector wide research and was highly rated by all our delegates, including law firm owners and public sector lawyers - leading to further training and speaking.

- Neil Stevenson, Director of Representation and Commercial Support, Law Society of Scotland

I liked the new online tool which highlighted a number of challenges faced by firms in relations to diversity and inclusion. It was a great catalyst for further discussion and sharing of best practice.

-Deborah McCormack, Head of Recruitment & Graduate Development, Pinsent Masons

Suzanne's training was of tremendous help and gave us a great start towards making a difference in our culture. The most common feedback was: "highly knowledgeable, very engaging, insightful and inspiring."

-Stephanie Carbonneil, Senior Investment Manager, Architas

I cannot praise Dr. Suzanne Doyle-Morris, founder of InclusIQ, highly enough - extremely personable, knowledgeable and real. Straight talking but full of useful career advice. Read her book, attend a workshop or work with her. This is the best career move you will ever make.

- Sheryl Newman, Founder, Girl Geeks Scotland

