

EXECUTIVE WORKSHOP

BREAKING BARRIERS & BUILDING INCLUSION



DATE

Friday 7 June 2024, 9-4pm

- **What are our competitors doing?**
Workplace trends fostering inclusion
- **Where to start? Whoe to involve?**
Building your diversity, equity and inclusion (DEI) Program
- **What gets in the way of DEI?**
Assumptions, biases, systemic barriers

The case for diversity, equity, and inclusion (DE&I) is well-established: better financial performance, more engaged employees, improved innovation, and enhanced market reputation.

The Diversity Council of Australia has found that workers in inclusive teams are 10 times more likely to be innovative and 11 times more likely to be effective.

How do we create workplaces where everyone feels valued, respected, and has equal opportunity to thrive? And what can we do to overcome challenges unique to our industry - from a limited talent pipeline to traditionally-male, 24/7 environments?

With support from the NSW Government's Women in Construction program, Consult Australia's Breaking Barriers and Building Inclusion Executive Workshop offers a deep-dive into practical tools and resources. This workshop is tailored to help leaders and their executives working across design, engineering, infrastructure or construction take the next steps appropriate for their business.

Valued at \$3100, this workshop is being offered free-of-charge for a limited time.

Places are limited. Book now to realise the benefits for your team

Date:
Friday 7 June 2024

Time:
9-4 pm (a light lunch will be provided)

Venue:
Cliftons Training Centre, Level 13, 60 Margaret Street, Sydney CBD

[REGISTER HERE](#)

Proudly funded by



A unique interactive opportunity

Through this interactive 1-day workshop leaders and their executives will learn how to develop and/or improve the effectiveness of their DE&I strategies and programs to co-create safe, respectful and inclusive cultures including:

- understanding the latest global research and best practices
- considering the commercial and personal benefits to workplace DEI
- understanding the key barriers impeding progress: assumptions, socially and culturally conditioned biases, systems
- reflecting on how beliefs and behaviours are formed—particularly regarding the role of men and women in the workplace and beyond—and how they foster or inhibit inclusion
- exploring threats and opportunities
- surface informed, measurable solutions to overcome challenges and create a culture where everyone has equal opportunity to thrive.

We thank the NSW Government Women in Construction Program for their support in establishing Consult Australia's Breaking Barriers and Building Inclusion Program.

Expert facilitation:



Coleen MacKinnon

Coleen MacKinnon is a diversity, equity and inclusion (DEI) practitioner with a passion for accelerating progressive social change.

Coleen is the Founder of Inclusivity Quotient (InQ), a boutique consultancy specialised in authentically engaging men in co-creating safe, respectful and high-performing workplaces.

Coleen began her DEI career with Catalyst a NYbased research and consulting firm serving mainly Fortune 500 companies. She serves as Advisor to the Consult Australia Champions of Change and is a former board member with Women for Election Australia.

Through her advocacy work, Coleen has contributed to a range of social issues, both in Australia and in her native Canada: workplace gender equality, LGBTQIA+ rights and protections, asylum seeker policy reform and climate action.



Paul Collings

Paul Collings is a consultant, facilitator and coach working with a range of clients in the areas of organisational culture, senior team effectiveness and leadership development.

A former Associate Principal with McKinsey, Paul was part of a team that developed and delivered the firm's pioneering approach to creating high performance cultures.

Paul has helped clients around the globe to improve business performance by addressing the human aspects of the workplace, specifically culture, leadership and teamwork.

He applies a solid understanding of what drives performance based on his experience as a strategy consultant and business leader combined with his current specialisations.

What our clients think about the program

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I'm most proud of the changes I've seen from our managers following their participation in the Co-creating Inclusive Cultures program. The changes these managers apply, both in thought and action resulting from greater understanding of how biases inadvertently play out, have been many and positive.”



James Phillis

CEO, SMEC

Chair, Consult Australia Champions of Change

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