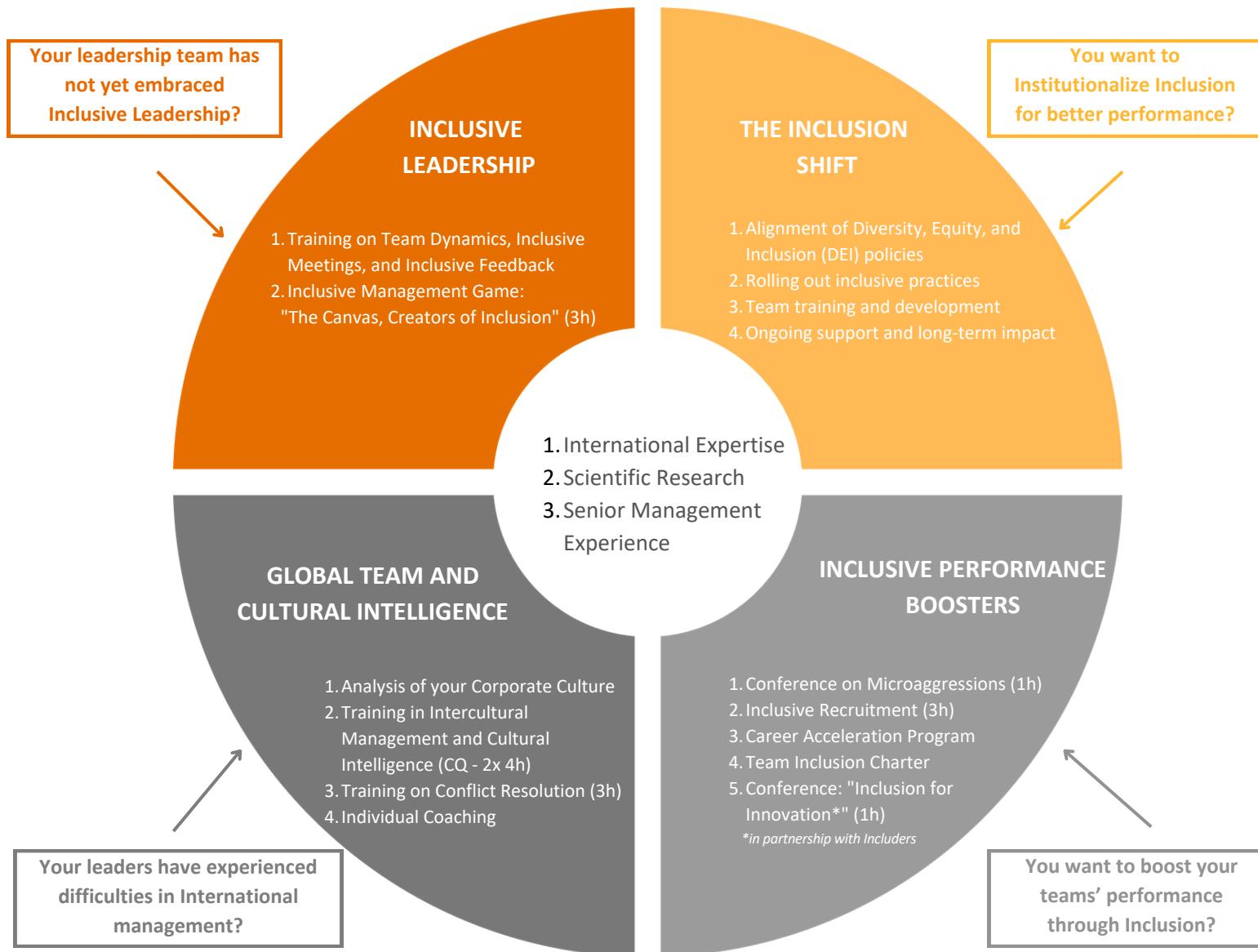


TURN INCLUSION INTO PERFORMANCE

"IF YOU DON'T DELIBERATELY INCLUDE, YOU WILL ACCIDENTALLY EXCLUDE!" ©

Most organizations want to leverage diversity, but don't know how to transform it into value. We help you do just that through a system of inclusive leadership, cultural intelligence, and behavioral transformation that drives measurable results.



WHY ORGANIZATIONS CHOOSE LCQ?

- ✓ Executive-level experience across four continents
- ✓ Scientific foundations (PhD research, cultural intelligence, neuroscience)
- ✓ Experiential learning that drives real transformation
- ✓ Customization rooted in the client's business reality and culture

FROM AWARENESS TO HIGH PERFORMANCE:

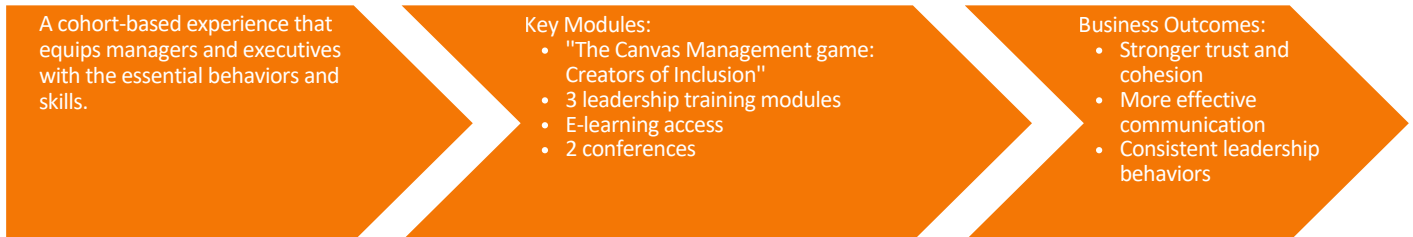
OUR FOUR CORE PROGRAMS

LeadershipCQ's programs are designed to transform mindsets, shift behaviors, and embed inclusive practices into everyday leadership. Each program combines scientific research, experiential learning, and operational practicality, ensuring leaders not only understand inclusion, but apply it consistently.

1 - INCLUSIVE LEADERSHIP ACCELERATOR

64 k€* for 100 Participants

Develop leaders who deliberately include and drive better performance.

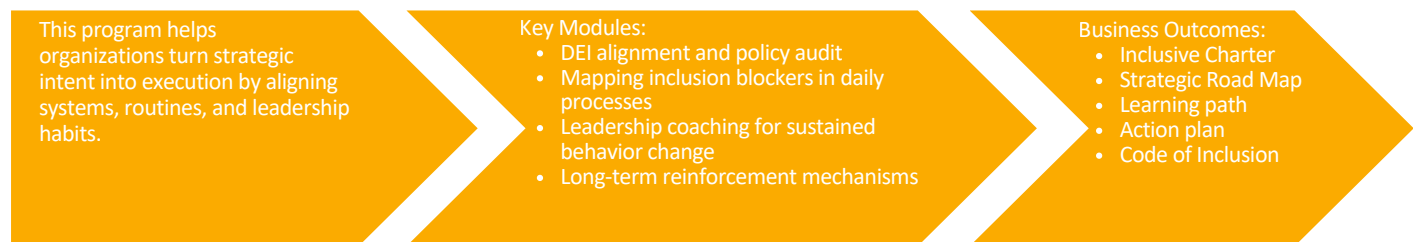


**Fee includes Training design, facilitation and client coordination.*

2 - THE INCLUSION SHIFT (ORGANIZATIONAL TRANSFORMATION)

TBD*

Institutionalize inclusion in your organization.



**Fee is determined by the scope of services, organizational needs, and number of participants.*

3 - INCLUSIVE PERFORMANCE BOOSTER

2 500€ per game session

Accelerate mindset shifts and equip teams with practical solutions.

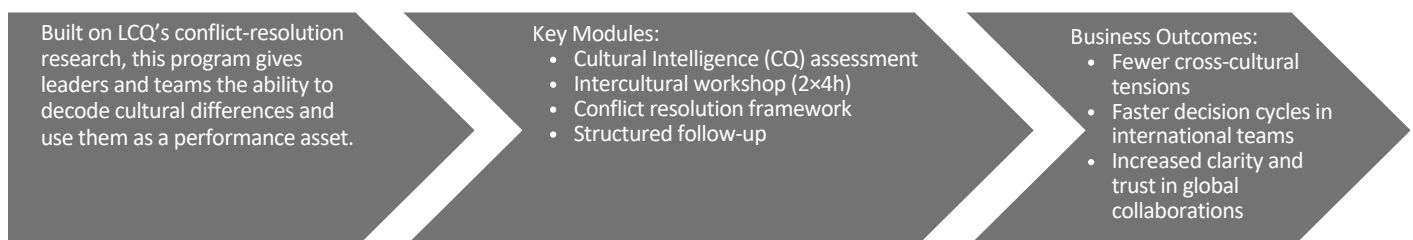


**Fee is determined by the scope of services, organizational needs, and number of participants.*

4 - GLOBAL TEAM & CULTURAL INTELLIGENCE PROGRAM

25 k€* for 100 Participants

Enable cross-cultural teams to collaborate, navigate conflict, and perform at their best.



**Fee includes CQ diagnostic, program coordination and senior level facilitation.*

OUR FLAGSHIP SOLUTIONS



MANAGEMENT GAME

The Canvas
Creators of Inclusion



The Canvas: Creators of Inclusion is our patented immersive business game designed to transform how organizations approach Diversity & Inclusion. By shifting teams from accidental exclusion to deliberate inclusion, it enables participants to strengthen cultural intelligence, adopt concrete inclusive leadership strategies, and immediately apply their learning at work. Developed from rigorous scientific research in neuroscience, organizational behavior, and insights from over 200 senior executives across 66 nationalities, The Canvas combines gaming, creativity, and collective intelligence to deliver measurable impact: improved collaboration, stronger team bonds, heightened awareness of exclusion dynamics, and practical tools leaders can use to unlock the full value of diversity for superior performance. With an average score of 4.38/5 and 81% of participants recommending it to colleagues, The Canvas offers a memorable, high-value experience for teams worldwide.

What participants said

"What an original and well thought through training!"

"Finally a D&I training program that gives us concrete tools."



KEYNOTES & MASTERCLASSES

90-minute interactive conferences led by Dr. Vanessa Barros with expert guest speakers as appropriate. The objectives of these conferences are: i) to raise participants' awareness of the benefits of Diversity and Inclusion and ii) to help participants challenge and expand their concrete impact on their environment through a mindset shift, concrete strategies, and practical applications.

- Microaggressions & Bystander Strategy
- Deliberate Inclusion
- Inclusion for Innovation
- Don't mess with my Professionalism!

What participants said

"What an inspiring conference!"

"So interactive and so applicable!"

PERFORMANCE BOOSTERS & STRATEGIC WORKSHOPS

The objective of our training program is a behavioral change toward **deliberate inclusive leadership**. The content is based on our scientific research and more than 250 executive interviews. We use experiential learning methodology, andragogy (adult learning) expertise, and provide a 12-week follow-up program to ensure sustainable change.

Performance boosters (2h modules)

- Inclusive Meetings
- Inclusive Feedback
- Team Inclusion Charter

Strategic Workshops (3h-6h)

- Inclusive Recruitment (4Cs Method)
- Inclusion for Innovation (with Includers Think Tank)
- Conflict Management

What participants said

"We managed to talk about really tough topics and yet to create a strong team spirit!"

THREE E-LEARNING SOLUTIONS

MOVING FROM KNOWING TO DOING

1. Managing Differences across Cultures

1 hr 30

Challenge: Increase International Team Performance



Explore the 5 cultural differences at work:

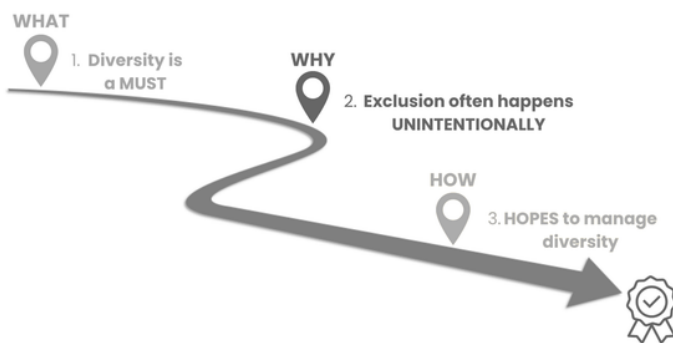
- Self / Others – individual vs. group priorities
- Hierarchy – equal vs. status-based relationships
- Communication – direct vs. indirect messages
- Feedback – direct vs. indirect feedback
- Time – scheduled vs. flexible time

Create a Third Culture to navigate differences and collaborate effectively.

2. Managing Diversity

1 hr

Challenge: Make the most of Team Diversity



Diversity is a Must

- Understanding what diversity is
- Diversity and performance
- Making diversity a reality

Exclusion often happens Unintentionally

- Exclusion happens
- Exclusion hurts
- How our brain excludes

H.O.P.E.S. to manage Diversity

- Explore the 5 H.O.P.E.S. strategies
- Use H.O.P.E.S. as an antidote to biases

3. Five Inclusive strategies to Manage Differences

30 min

Challenge: Manage your Teams more Effectively



Humble Enquiry

- The art of asking rather than telling

Observation

- Avoiding quick interpretations and sticking to the facts

Perspective Taking

- Understanding others' point of view

Emotional Awareness

- Detecting and managing our emotions and others'

Solidarity

- Embracing the power of collective intelligence

Designed as stand-alone solutions or as part of wider learning programs, our e-learning solutions can be integrated with conferences, workshops, and organizational initiatives.



What participants said

"It was interactive, easy to follow, and the examples felt very close to situations I've experienced at work."

"Finally a D&I training program that gives us concrete tools."

"The format is unusual and refreshing. It has got a human touch despite being virtual."

MORE ABOUT US

OUR TAKE ON INCLUSION

Unlike some more radical movements that polarize social groups and tend to make executives feel guilty, we advocate non-divisive positive psychology. We start from the premise that inclusion is not what our brain does naturally. If we don't pay attention, we can accidentally exclude.

We promote responsibility, empathy, and acceptance in a journey unique to each of us. Some of us have often been part of the majority, while others have often been in the minority. Some of us have been immersed in diversity throughout our lives, while others have not.

All of us can deliberately practice inclusive leadership at our own pace, within an environment of psychological safety.

LEARNING METHODOLOGY

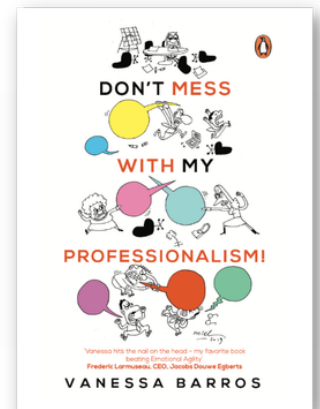
Each session will follow the four steps of David Kolb's experiential learning methodology:



LEAD SPEAKERS & EXECUTIVE TRAINERS



Vanessa Barros, PhD, is a writer, senior executives' advisor, executive trainer, researcher, and business school faculty. She holds a Master of Science in Management from ESSEC Business School in France. After a senior international career as a global business leader in the advertising industry, Vanessa completed a PhD at NTU in Singapore, focusing on strategies senior executives use to effectively resolve intercultural conflicts. Her research was awarded Best International Paper by the Society of Industrial and Organizational Psychology (2020). Her book, *Don't Mess with My Professionalism*, was published by Penguin Random House (2020) and is also available in French as *Ne Touchez Pas À Mon Professionnalisme!*



Amélie Devaux is a graduate of Grenoble Business School and a management consultant. With more than seven years of experience in audit and controlling (KPMG and Suez Environnement) and over fifteen years of international experience across four continents, Amélie has developed deep expertise in intercultural management and career development. Her passion for cultural intelligence, her experience in managing diverse teams, and her personal challenges (visual impairment) have led her to develop programs focused on Diversity and Inclusion at LCQ.

WHO WE WORK WITH

Ready to shift from diversity fatigue to inclusion mastery?

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