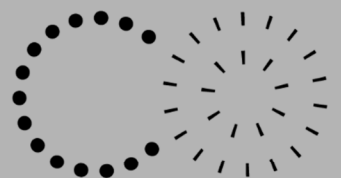


COHESION
COLLECTIVE

Why does Equality, Diversity and Inclusion Matter to my Organisation?



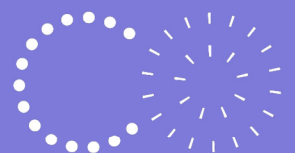
COHESION
COLLECTIVE

For many organisations, Equality, Diversity and Inclusion (“EDI”) have long been peripheral goals. As a result, organisations often neglect to address the narratives of mistrust found among diverse identities in society. These narratives are reflected in the mistrust we commonly find between colleagues, and within our teams and organisations. This mistrust creates inefficiency, loss of productivity, disengagement, lack of innovation and loss of key talent. All of these harms our bottom line and prevent organisations from reaching their full potential.

At Cohesion Collective we believe that EDI should be central to all business considerations, decisions and operations as more inclusive working environments positively impact upon:

- Top-talent attraction;
- Talent retention;
- Career/Skills development of employees;
- High-performance cultures and team;
- Business growth and sustainability;
- Greater employee engagement and participation;
- Culture change;
- Innovation; and
- Better brand positioning within the market

How Do I Create a More Inclusive Working Environment?



Across the board, organisations struggle to create inclusive working environments, thus affecting their Talent, Leadership and Company Culture. This struggle is often not as a result of a lack of good intention or will, but rather, what we term, the Organisation Value Gap.

Organisation Value Gap

The gap between what behaviour an organisation *says they value* (i.e. respect, diversity, integrity)

vs

what behaviour the organisation **ACTUALLY** values

This gap between an organisation's *espoused values* and *that which they actually value* is insidious and can be vast with devastating consequences on the creation of an inclusive working environment. The wider these gaps, the less trust and engagement found within the organisation; the less people feel included.

Cohesion Collective is committed to assisting our clients identify and help bridge their
Organisation Value Gaps

Cohesion Collective (“CoCo”) is a specialised Equality, Diversity and Inclusion Advisory and Training firm. As a trusted partner to our clients on their journey to a more inclusive working environment, we provide strategic direction, guidance and implementation of EDI initiatives and embedding practices.

At CoCo, we pride ourselves on being at the cutting-edge of EDI theory, research, ideology and methodologies while boasting a young, dynamic and passionate team of diverse and talented individuals.

*Bridging the Gap Between What Our Clients
Say they Value*

VS

What they Actually Value

- CoCo Mission Statement

But How Does CoCo Help Bridge This Gap?

(Service Offering)



8
COHESION
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Our Process



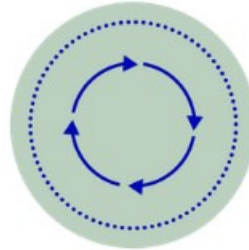
1) Identify Challenges

Through our Inclusion Assessment, We assist clients in identifying their Organisation Value Gaps



2) Understand Gaps

Use these insights and our experience to diagnose the issues and clearly articulate what the gaps are



3) Develop Actions

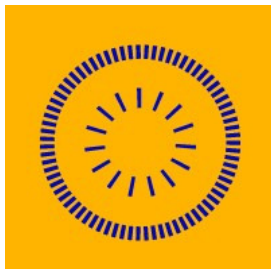
Co-create actionable measures and solutions with clients to help solve for these challenges



4) Empower Clients

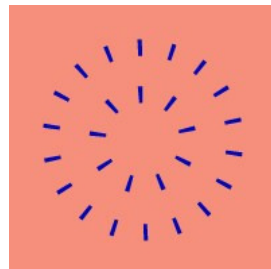
Partner with our clients on their journey to creating an inclusive working environment

Our Services



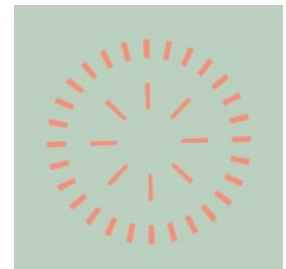
Inclusion Assessment

- Organisation Value Gap Assessment
- Policy and Process Benchmarking
- Focus Groups
- Inclusion Survey
- Culture Audit



Training

- Diversity Training (All Types)
- HR EDI Upskilling
- EDI Leadership Programme
- EDI Induction Programme
- People Management Programme



Advisory

- Talent strategy
- Policy and Process (Re)Draft
- EDI Strategy and Communication
- Employment Equity Plans
- Culture Change

Who Have We Helped?

(Client List)



Cohesion Collective boasts an impressive client list with clients across industries, sectors and continents.

International Clients



South African Clients





Standard Bank

Dalberg



MULTI CHOICE



CHANGING LIVES CHANGING WORLDS

WEBBER WENTZEL

in alliance with > Linklaters



LIQUID TELECOM



CLIFFE DEKKER HOFMEYR

Ogilvy



PSG Konsult



SATaxi

driving our nation forward

MCKINSEY & COMPANY



BRITISH AMERICAN TOBACCO



Grant Thornton

An instinct for growth™

TBWA

WERKSMANS

ATTORNEYS

G:ENESIS

UNLOCKING VALUE

Thank you

