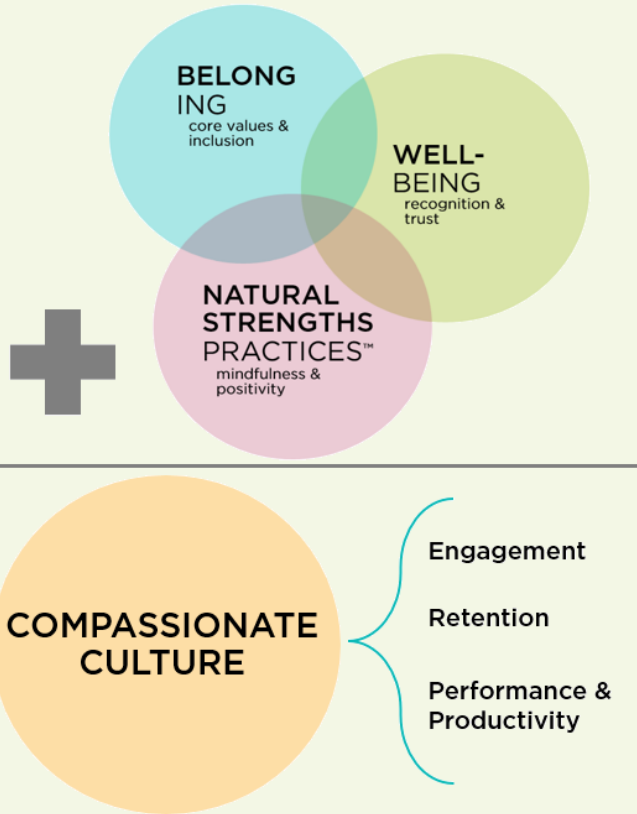




The Culture-Change Equation

Is your organization or business challenged by employee retention, engagement, accountability, or performance concerns?

We can help you create a **COMPASSIONATE CULTURE** that embraces transformative workplace solutions tied to everyday success.



Our services:

Culture-Change CONSULTING

- Internal Benchmarking & Assessment
- Roadmap to Culture Change
- Policy & Practice Recommendations
- Leadership Training
- Communication Strategy
- Transformation Rollout

Solution-Based CONTENT

- Dynamic Dialogues
- Inclusion Workshops
- Lunch & Learn Speakers
- Asynchronous Trainings

Through the lens of Natural Strength Practices, Beech Acres' 175-year history of **helping families, communities, and individuals heal by building strong connections across divides**, positions us to meet today's complex moment of inclusivity and belongingness. Our programs combine compassion with business accountability. We rely on the science of character strengths tied to real-life workplace scenarios to build a sustainable foundation for growth.

We can help your organization cut through the chaos, overcome the confusion, and nurture the fluid and **caring communications at the root of strong relationships** and everyday success.

PRICING

We look forward to discussing our suite of services and nonprofit and for-profit pricing structures with you at your earliest convenience. For more information or inquiries, please **contact inclusion@beechacres.org**



We grow **STRONG** relationships.



INCLUSION WORKSHOPS

FOR ORGANIZATIONS: 120-minute interactive virtual or in-person workshops

- Building Belonging through Cultural Competency**
Engage your strengths of cultural humility and intentional goal setting to increase cultural competency and belonging.
- Owning and Outsmarting Implicit Bias**
Understand and identify personal bias and engage in unique strength-based and mindful strategies to respond more effectively.
- Mindfully Navigating Power Dynamics**
Understand how power dynamics play out in everyday interactions, the impact that they can have on staff engagement and how to level the playing field for all.
- Overcoming Internalized, Interpersonal & Institutional Inequities**
Identify the multiple levels of oppression, how they show up in everyday life and intentional strategies for minimizing inequity in your workplace.
- Working through the Lens of Strengths**
Explore your unique constellation of strengths, how you can recognize them in others, and intentionally bring strengths to your everyday tasks.
- Mapping Mindfulness in Your Workday**
Build stronger relationships, reduce conflict, and increase productivity by integrating mindfulness practices into your interactions and experiences each day.
- Crafting Your Work with Intention**
Infuse your day with purpose and productivity as you explore your values to create a thriving workplace.
- What Matters About Being Well at Work**
Create a culture of care to support the wellbeing of each individual, mitigate negative stress, and increase engagement.
- Restoring Relationships at Work**
Understand the brain science behind belonging and how being mindful of your words, behaviors, and communication style can restore relationships at work.

DYNAMIC DIALOGUES

FOR INDIVIDUALS: 90-minute curious and compassionate conversations

Each quarter our team of Inclusion experts will lead “hot topic” dialogues using a series of **true-world workplace hypotheticals** tied to Natural Strength Practices. Participants will be encouraged to explore biases, identify strengths, and create smart strategic solutions that reinforce principles of Inclusion. Some sample topics:

- Talking (and Listening) Across Divides: Is it Really Possible?
- Religion in the Workplace: Taboo or Timely?
- Seeing is Believing; Invisible Racism & Sexism in the Workplace
- Affirmative Action Hiring = Yes, No, or Maybe



For more information or inquiries, please contact inclusion@beechacres.org