

Measuring Soft Skills that Impact Inclusive Behaviors



Creating an Objective Metric of
Diversity, Equity, & Inclusion



The qChange Inclusive Workplace Advantage

Mary O'Brien is the Director of Software Development at a global pharmaceutical company. Her department is experiencing significant turnover, decreased engagement, and decreased productivity. After going on a listening tour, Sally learned that the lack of inclusion and trust is driving many of the problems. Mary went to HR to ask if there are any software tools that can help support her goal. HR recommended the qLX solution to measure the soft skills that lead to more inclusive teams.

Mary and her managers install the qLX solution within Microsoft Teams. Each of them invites iBoosters (direct reports, boss, peers) to help them grow as leaders and build a more inclusive workplace. The qLX solution recognizes the best meetings to practice inclusion and delivers just-in-time nudges before those meetings. Immediately after those meetings, the leader and influencers assess how inclusive he/she was. The leader then receives this real-time feedback and a better understanding of how he/she "showed up" in the meeting. In addition, Most importantly, Mary can provide real-time gratitude to those who provide impactful written feedback.

After three months Mary was excited to see that engagement and productivity improved, providing a score for inclusive leadership.

HR is excited to learn about the other critical areas that create an inclusive environment, meeting-by-meeting, day-by-day, improving team and organizational culture, while also creating better leaders.

HOW TO REACH US!

To maximize your DEI efforts, and create more inclusive environments, email qChange at info@qchange.com.

CREATING INCLUSIVE ORGANIZATIONS

It is time for your DEI program to go beyond just the classroom. Traditionally, organizations invest time and money driving DEI in the organization, to only have the long-term results fall short. What if capturing real-time behavior signals helped your organization measure the ROI on your DEI initiatives? Research shows that inclusive workplaces are six times more innovative and twice as likely to meet or surpass financial goals. qChange Leadership Experience (qLX) helps weave inclusion into the fabric of the organization, not just some extra course to attend.