

TIPS TO CREATE A CULTURE OF INCLUSION



BEST INNOVATIONS
CONSULTING



THE WINTERS GROUP'S
CULTURAL
COMPETENCE
4E MODEL



EXPOSURE

- Who's in your world?

EXPERIENCE

- Engaging with those who are different in ways that are cross culturally enriching



EDUICATION

- Formal education about difference



EMPATHY

- Leads to mutual understanding and respect



WHAT IS A STAY INTERVIEW?

Stay Interviews are one-on-one meetings between leaders and their continuing employees to improve engagement and retention.

Stay Interview ARE

A one-on-one conversation

Designed to build trust

About the employee

Structured meetings

Scheduled 2 – 4 times annually

Open, candid conversations

Conducted by managers

To include a Stay Plan and follow up

About asking questions and listening

Brief and focused: 20 – 30 minutes in length

Stay Interviews ARE NOT

Asking for a feedback at a team meeting

Designed to just get answers

About the manager

Casual discussions around the office

Only when there's a problem

About pay and performance

Conducted by HR

A personal development plan

About training and coaching

Long and random rant sessions



SAMPLE STAY INTERVIEW QUESTIONS



Top 5

1. When you travel to work each day, what things do you look forward to?
2. What are you learning here?
3. Why do you stay here?
4. When was the last time you thought about leaving our team?
What prompted it?
5. What can I do to better support you?

SAMPLE STAY PLANS

Action items may include:

- Ideas for a flexible work schedule
- Options for their workspace or desk/cubicle location
- Ways to connect them with other tasks/departments to learn something of interest
- A short term “bubble assignment”





Talethea M. Best

Founder & CEO

Best Innovations Consulting LLC

Victor, NY

(e) talethea@bestinnovationsconsulting.com

(c) 773.892.7334

(w) www.bestinnovationsconsulting.com

CONTACT US

