

**half the sky**

What we do and how  
we're different



“We're forging an inclusive future of work, where diversity drives success for everyone.”



Dr Zoe Young, CEO



Linklaters



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# 1. Change is possible

**We start with big questions. How do we want to work? What do we want the experience of work to be? What if we could improve how we work together – and how we perform?**

In reality, organisations aren't buildings or bottom-lines, they are groups of people. And when people group together, they become communities and form cultures. To do their best work, everybody deserves to feel that they belong. And this means workplaces need to be fair to all, whatever their circumstances.

We're emerging from a long era of command and control management, bias, and inflexibility. But there is a different way: using inclusion as a business driver.

We see a future where work is more motivating, more rewarding, and never damaging. A world where people spend their time at work well. We're here to empower leaders to do things differently.

## 2. Inclusion as a business driver

**Evidence shows that inclusion in the workplace is more than a nice-to-have. It's how organisations achieve more on multiple metrics: quality, innovation, growth.**

We are specialists. Brought in by some of the largest organisations in the world, we help shape powerful internal cultures that result in positive outcomes for everyone.

Working closely with clients, we solve sensitive workplace problems.

- » **Bullying and harassment**
- » **Sexism and misogyny**
- » **Racism**
- » **Bias and discrimination**
- » **Microaggressions**

# 3. Trusted partners in transformation

**Our consultative approach is critical to our success. To every engagement we bring:**



## **Genuine problem-solving**

Solutions tailored to the organisation, responding to current challenges



## **Proven qualitative methods**

Rigorous scientific approaches informed by academic research



## **A bird's eye view of the organisation**

A strategic, consultative outlook, engaging with the dynamics at play



## **Partnership for the long haul**

Working with organisations on all aspects of inclusion, leadership, culture and performance



## **A safe space for challenging conversations**

Carefully designed approaches led by highly qualified and sensitive consultants

## 4. What our clients say

“ Without a doubt this is the most impactful report this group has ever received. We have a clear pathway for action.

We value the different lenses Half the Sky looks through to understand our business. The solutions are personal to us. ”

“ Becoming was transformative for the individuals completing the journey, and for us. One third of our first 100 women have been promoted.

Everyday Inclusion was completely bespoke, we designed it together. The firm’s most significant investment in corporate engagement is a huge success. ”

“ Their expertise is reassuring, probing and pragmatic. Working with Half the Sky has been a highly collaborative experience.



# 5. An elite network

**Half the Sky brings together high calibre consultants with academic credentials, deep expertise in EDI, and Big Four consulting knowhow – a rare mix.**

Our network keeps us at the forefront of our consulting practice. Informed by the latest research and tools, we can orchestrate interventions that have lasting impact.

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Some of our 20+ associates from across the UK



Rozina Checkland  
(MCIPD)



Katie Clinton  
(CPsychol)



Edleen John  
(FCIPD)



Sarah Maskell  
MBE (FCIPD)



Hannah  
Jepson



Katie  
Wynn-Jones





# 6. Crafted interventions at every level

Every organisation and situation is unique. We tailor our core solutions and proprietary frameworks around the need, delivering the right interventions in the right order.



## Foundational practices:

### › Strategic Support

Partners in EDI strategy, governance and implementation



## Team performance:

### › Culture Diagnostics

Revealing the reality and understanding the issues using our **Workplace Behaviour** framework

### › Culture Change

Transformational programmes informed by our proven **Everyday Inclusion™** method



## Individual performance:

### › Personal Development

Identifying barriers and giving individuals tools and strategies for career progression through **The Becoming Journey®** programme

For more information or to arrange a confidential conversation contact: [info@halfthesky.co.uk](mailto:info@halfthesky.co.uk)



[www.halfthesky.co.uk](http://www.halfthesky.co.uk)



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Specialist and Bespoke Learning and Development (RM6145)

