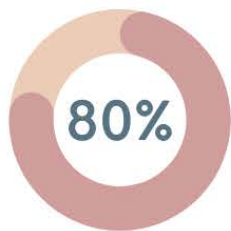


# The Belonging Project

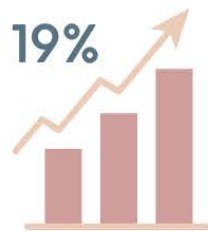
## Overview

We are at a pivotal moment in society. Everyone is looking for engagement at a time when burnout is on the rise and inclusion matters more than ever. How do we feel included when we are afraid to show up as our whole selves at work?

According to a new study on "Global Work Connectivity," over half of employees today feel lonely at work all or most of the time, and they also report a desire for more social interaction in the workplace. And that's not all -



80% of employees identified well-being as an important or very important priority for their organization's success, making it the year's top-ranked trend for importance



19% is the average increased revenue for companies with a diverse team and inclusion strategy

10x

the productivity of an exceptional team member vs. an average employee



70% is the impact of a manager on employee engagement scores and performance

**The Belonging Project** addresses all of these statistics by creating psychological safety and sustained cultural change within an organization.



## Program Plan

### Phase I - Assessment & Analysis

NEWaukee deploys a survey & internal audit of existing engagement data. With the Like|Minded™ intelligent matching technology, NEWaukee is able to create pairs of program participants that will move through the training process as accountability partners.

### Phase II - Leadership Training

Bartolotta & Associates trains the participants on a neuroscience foundation with somatic principles on how our accumulated life experiences impact our ability to function and relate. This three-hour, in-person training is the core of the content that the leaders will use in the subsequent accountability partner reunions.

### Phase III - Strategic Vision Setting

Based on the feedback from the Phase I Assessment and Phase II engagement at the training, both teams customize the 4 month accountability partner experiences with content and material creation included.

### Phase IV - Accountability Partnerships

A four month program that converts training into a lived employee experience by gathering the accountability partners every three weeks for a facilitated application of the training and open space for the participants to process the ongoing trauma, triggers and real life examples of each face in their day-to-day management roles.

### Phase V - Evaluation Design Session

A facilitated design session that unpacks the post-program survey results and potential systemic shifts with leadership.

## Program Deliverables:

The final metrics for program evaluation are co-created with the leadership team, but the following are the key deliverables **The Belonging Project** tracks throughout the program:



Leadership development skills in how to lead with unmistakability; meet employees where they are; and create an environment where employees feel psychologically safe.



Core competencies in the neuroscience of our mental and emotional physiology; tools for self-regulation and exploration of experiential bias and neutralization tactics.



Increased ability to filter incongruent behavior and “see” the humanity in co-workers.



Increased sense of psychological safety.



Increased greater team performance and sense of team cohesion.



Increased sense of belonging on the team and for the company.