

About The Kaleel Jamison Consulting Group, Inc.

Creating Inclusive Collaborative Workplaces

Most organizations are clear about wanting a diverse, inclusive workforce, but what happens when they get what they want? Do they have a culture that is ready for those differences, or are those differences stifled? Do people get messages—outright or subtle, conscious or unconscious—that they should conform or blend it? Are they told, “That isn’t the way we do things here”? Is inclusion something in value statements that only a few experience, or is the work environment one where inclusion is a way of life?

At The Kaleel Jamison Consulting Group, Inc. (KJCG), we have partnered with organizations for almost 50 years to ensure they have the diverse range of talent they need for success and that individuals, teams, and organizations are positioned to do their best work together through enhanced interactions. As one of the first firms to leverage concepts of inclusion to improve performance beginning in the 1970s, we have assisted many organizations at every stage of the journey, from conceptualizing and launching large-scale change strategies, to aligning diversity and inclusion efforts with other change efforts, to providing targeted consulting and/or education to support an effort’s trajectory.

Our experience has shown us that the key to keeping and developing a diverse workforce AND reaping the benefits of that diversity is creating a culture that is fully inclusive of the differences people bring. In an inclusive culture, people at every level have more than just awareness of the unconscious bias that might lurk in their interactions—they practice Conscious Inclusion—a range of simple but effective behaviors that enhance every interaction and enable people and teams to join each other across differences to connect and collaborate more effectively. Once organizations include people in the fabric of doing business, their talents become unleashed in service or organizational success. Viewed this way, inclusion is not a “nice thing to do” or even the end result, but an essential HOW. Inclusion becomes a way of life that underpins everything the organization does: how it develops strategy, sets goals, makes decisions, runs meetings, solves problems, executes operations, and engages people to accomplish its goals. The result is deeper engagement and satisfaction; the ability to respond to challenges and opportunities with speed and agility informed by the thinking of many, not just a few; and greater collaboration and innovation.