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CASE STUDY:

CORPORATE PEOPLE
MANAGER PROGRAM

One of our clients reached out because they had a cohort of 40 newly-minted people managers within a much larger organization. The new managers had been with the company for an extended time, and almost all of them had a tenure of over 8 years. The culture in the organization was deeply homogenous, mostly middle class white men, until recently. Through a concentrated effort, the company has started to bring in younger and more diverse employees, but the internal culture has not shifted to make the environment inclusive. Because of this fact, the new employees are not staying with the company.

The senior leaders believed that in order to retain more of their new employees, the people managers must learn how to shift their behaviors to be more inclusive, but they were not sure how to achieve this objective.

Uplifting Impact worked with the senior leadership to design a new people manager training that would allow the company raise awareness about the responsibility of managers to build inclusive cultures and give them practical tips on how to integrate these new strategies into their everyday procedures. The process involved reviewing employee and culture feedback and developing teachable content that directly addressed the most pressing gaps within the cohort. Then the content was shared with the people managers. During our time with the managers, we gave context, space for reflection, opportunities for practice, and guidance on real life situations.

When surveyed, all respondents noted that the training helped them better position themselves as inclusive leaders.

“It helped me truly understand why simply not being racist is not enough. I had some trouble navigating that, but this made it crystal clear and I’m grateful for that.”

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