

wood.

Case study: conscious inclusion

Learning to be inclusive every day

Wood believes the power to create a more resilient, liveable and sustainable world starts within. It takes progress, it takes partnership and it takes the community of 40,000 people it brings together as a company.

Nine sustainability goals are their pledge to achieve this – and educating and inspiring 100% of colleagues to be inclusive every day by 2021 is one of them.

Wood's shared commitment is that it is a place all its people feel they belong, where it retains brilliant talent and sparks the brightest solutions by recognising, encouraging and celebrating the unique contribution each individual brings to its global team. To accomplish this, those at Wood challenge themselves to do all they can to speak up for positive change and lift up those whose experiences are different. Crucially, listening to one another and sharing experiences helps build understanding from all perspectives.

As part of Wood's strategy and holistic approach **the company created its own conscious inclusion learning** in 2020; a webinar focusing on what conscious inclusion means and the impact of non-inclusion in the workplace.

Following an initial, successful roll out to its senior leadership community, the conscious inclusion learning is now being shared with Wood employees worldwide via live or self-pace sessions, in various languages and adapted to support engagement across the community. So whether a colleague who works daily at a site, or a new start in the business, each has the opportunity to get involved in caring for one another and making Wood a great place to work together by participating.

Wood is always seeking to learn and enhance its delivery and outcomes. Excellent and insightful feedback shared by attendees has further developed the content of the webinar and the impact it's having on shaping the company's culture and business now, and for the future.



"The webinar has provided great learning to really challenge our thinking and lead us to better solutions whilst creating an environment where everyone can maximise their potential. Seeking to understand more from different perspectives will no doubt improve our culture of inclusivity as creating the environment for everyone to feel included, should be a minimum aspiration."

Craig Shanaghey, President,
Operations - EMEA

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100% of senior leaders attended
conscious inclusion learning in 2020