



What we do

We are a consultancy specialising in managing the challenges of leadership and diversity within the legal & financial sector.

Clients include global investment banks, leading law firms and FTSE 100 companies.

We provide:

- Bespoke solutions for integrating diversity & inclusivity into business organisations. Nothing we do is 'off the shelf'. We work closely with all our clients to fully understand their needs and reflect them in our services.
- Tailor-made training & personal development covering leadership, management and 'soft skills' at all levels. By 'soft skills' we mean the skills of relationship management or put more simply those interpersonal skills which enable an individual to get along with others. This results in far more cohesive team-working and increased productivity and can assist not just in internal relationships but in building far more successful and profitable client relationships.
- Consultancy on all aspects of diversity & leadership enabling clients to cascade initiatives in an effective and productive way.
- Assistance and advice with the setting up and the integration of network groups.
- Training and consultancy on performance management and appraisals and we can assist with the drafting of staff competencies to reflect the business needs of your organisation.
- Coaching for executive and management levels on leadership & diversity.
- Unique upward feedback as part of our engagement service elicited via our training workshops.

Some examples of our work

- Facilitated a 'Respect in the Workplace' training program for over 3000 employees in a top four retail bank.
- Major Investment Bank used us to roll out performance management & appraisal training.
- French Investment Bank used us to roll out coaching & leadership development workshops for managers.

- Major German Investment Bank rolled out leadership workshops with actors using facilitated forum role play for 400 MD and Director level professionals.
- Remedial coaching for individual managers within North American Bank.
- Global HR consultation firm used us to facilitate employee focus groups on ethnicity & gender issues following their employee opinion poll results.
- Advised FTSE board level on the need to educate managers on risks associated to bullying, harassment & discrimination.
- Designed & facilitated diversity training for a top 20 law firm (1200 employees) – interactive workshops specifically designed for three distinct delegate groups (Partners, Associates & Support).
- Silver Circle Law Firm used us to facilitate actor led diversity workshops for fee earners & support staff.
- US law firm used us to 'translate and develop their New York diversity program for the UK offices).
- Acted as diversity consultants on developing a 'Dignity at Work' handbook for global law firm.
- Advised International Executive Committee of top 20 Law firm on integrating diversity initiatives.
- Advised global law firm on setting up internal network groups (LGBT, Women & Faith) and utilizing these groups internally & for BD.
- Designed & facilitated diversity recruitment training for two law firms.
- Designed & facilitated training for a legal recruiter to raise awareness internally on diversity & inclusion & satisfy procurement criteria.
- Designed & facilitated Partner off site diversity session (drama based) for major law firm.

Who we are

Sasha Scott Managing Director

Sasha read Psychology at Reading University. Thereafter she spent 13 years within Investment Banking working at Credit Lyonnais, LIFFE and 10 years at UBS where she was a Director within Fixed Income.

Since 2000 Sasha has worked with multiple Global Financial Institutions & International Law Firms as a diversity consultant & facilitator.

She has facilitated diversity & leadership workshops for over 12000 professionals covering multiple aspects of managing diversity & inclusion issues within the workplace.

She has appeared on BBC TV and Radio and written articles for The Lawyer, Law Gazette, Accountancy Age, Complinet, Personnel Today, City AM & The Recruiter Magazine.

Marie-Claire di Mambro Consultant

Marie-Claire read Law at Southampton University and is a qualified solicitor. Before joining Inclusive Diversity she spent over 15 years in private practice and was a partner in two prominent City law firms. She was heavily involved in staff recruitment, training and management whilst at

both firms but also has hands-on experience of running client business for multinational corporations.

Marie-Claire brings a wealth of management experience and a direct understanding of the problems and challenges facing commercial organisations, which is specifically reflected in her facilitation style.

Karen Jackson Head of Business Development

Karen graduated from UCL with a First in French and began her working career as a futures broker on the LIFFE floor in the City, working first for JP Morgan and then for UBS. Her role at UBS involved extensive marketing and relationship development with mostly European clients since Karen speaks French, Italian, German and Spanish.

Karen then switched careers and qualified as a solicitor, training with Mishcon de Reya. Bilingual in French, most recently Karen was Head of Legal and sole Legal Counsel for the UK and Eire for the global cosmetics giant, L'Oreal in London. She has extensive experience of and a deep interest in employment law. She is also currently undertaking training to become a Notary Public.

Please do contact us to discuss your needs:

info@inclusivediversity.co.uk

Contact 077 869 18 352