



SWORD © Inclusion Consulting System

*Cutting through the layers of inclusion
by concentrating on developing relationships*



**PRESENTED BY
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INCLUSION ON THE SLOPES**

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SWORD© INCLUSION SYSTEM WELCOME



Hello! Welcome! My name is Dr. Gerilyn Davis and I am delighted to have you join the inclusion adventure!

I am the Chief Inclusion Officer of Inclusion on the slopes. I've been in HR & Management for 16 plus years, and I've served as a consultant for the last seven of those years.

I absolutely love people!! I'm truly doing what I love and I'm ecstatic to have you here. I'm new to the outdoor industry but not new to the outdoors.

I have rather clear intentions that I would like for you to receive from this guide and I want to share them with you.

First, I want for leaders to be open minded throughout the SWORD Inclusion consulting process and to truly honor the adventure in the process.

Second, I want for you to feel equipped to create inclusion in your everyday life.

Third, I want to present inclusion as a grand opportunity.

Fourth, I want you to be excited about growing your business through inclusion.

Last, but not least, have fun!! I love inclusion and I intend to guide you in loving it too.

Ok let's start with the fundamentals.



"When you change the way you look at things, the things you look at change".

- Dr. Wayne Dyer

FUNDAMENTALS FOR THE SWORD© INCLUSION CONSULTING SYSTEM



PRELIMINARY

Organizational Behavior / Self

ORGANIZATIONAL BEHAVIOR LEVELS OF ANALYSIS

The individual influence

At a fundamental level, inclusion is an individual journey. It's no easy task, but as an individual develops within their inclusive adventure, they then begin to influence others to do the same. As the group evolves into being more inclusive, so does their organization and the external environment.

Therefore, a NEW SYSTEM emerges that is grounded in inclusion that integrates the holistic self, the think feel act cycle and a clear definition of inclusion.

THE FOUR BODY SYSTEM

The holistic self

Spiritual - Interconnectedness to all there is.
Mental - The manner in which we think.
Physical - The engagement of our physical bodies.
Emotional - The consideration of our feelings.

THE PROCESSES

Think / Feel / Act

The four bodies of self correspond with the think, feel, act cycle as well:

-----You are aware of the influence of your thoughts and challenge your frame of thinking.

----- You begin to feel different as your thoughts evolve and generate emotional responses.

-----You act differently as you have tools / resources to ground you as you navigate the unknown of creating inclusion. You address your interpersonal capacities while also heightening your awareness.



DEFINE INCLUSION

Define inclusion for yourself and the organization, for example :

SELF:: To seek the human connection in each person that I encounter.

ORGANIZATION:: Inclusion — the action it takes — to ensure that individuals feel welcomed, supported, and valued as a member of the group.

THE INCLUSION JOURNEY BEGINS



GEAR UP! - TAKE STRENGTHS ASSESSMENT

Holistic perspective - Body - 1 hour

Inclusion challenges your frame of thinking quite often. We will need to gear up with our strengths for what lies ahead. Example strength assessments include Red Bulls Wingfinder, High5 test, CliftonStrengths, and VIA strengths; select the assessment for you.

SNEAK PEAK OF SWORD© INCLUSION SYSTEM

Holistic perspective - Mind - 1 hour

Throughout this process you will embark on a series of questions. Take time to thoroughly think through the answers to these posed questions. The first question to answer is why inclusion? Once you've answered, dig deeper and question your answer. Why do you think what you think? What's the origin of your point of reference?

REFLECTION ON THE MATERIAL

Holistic perspective - Emotions - 30 mins.

As you've taken the strength assessments and answered the question why inclusion, now take the time and reflect on how your thoughts make you feel. Any emotion felt is ok, considering The SWORD© Inclusion system is a non-judgmental zone.

AN INCLUSIVE EFFORT

Holistic perspective - Soul - 1 week

After reflection, think of one effort to connect with someone that you've contemplated connecting to or connect to a complete stranger. The key is to take a step towards being more inclusive, then begin to examine how you can make an effort on a daily basis.



SWORD ©INCLUSION CONSULTING SYSTEM



The system begins by addressing the internal and external perspective of inclusion:

- Beliefs: Do you believe in inclusion?
- Attitude: What is your attitude towards inclusion?
- Values: Do your values align with inclusion?

The answers to these questions serve as a foundation. There is no right or wrong answers. As you may know your industry, Dr. Gerilyn Davis knows inclusion, and will guide you through your inclusion journey by leveraging your experience in the industry.

STRATEGIC INCLUSIVE GOAL

INCLUSION INTENTION

What does inclusion look like for your organization?

Each organization is different, therefore it becomes imperative for each organization to determine their inclusion intention, which results in an overall goal. The goal should be the "north star" for inclusive efforts. For example, Inclusion on the slopes strategic inclusive goal is for everyone to be open to the ski experience. Therefore, all activities align with this vision.

EXAMPLE. QUESTIONS TO CREATE STRATEGIC INCLUSIVE GOAL

- What does inclusion look like to you?
- What is your inclusion mission?
- What are you striving to accomplish? What have you accomplished already?
- What steps have you taken to create inclusion?
- How would you like to leverage inclusion to achieve your company objectives?

ROOT CAUSE ANALYSIS

Traditionally root cause analysis consists of asking a series of 5 why's to solve a problem but instead we will utilize this concept to determine our "why". When you know the why, answers to the what, how, when, and where will organically follow.

- Why does inclusion matter to you and your organization? Why? (Directed towards the answer, and so on) Why? Why? Why?*

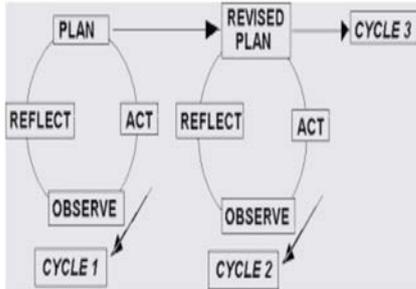
*Now that you know your why, how can you leverage your individual or organizational strengths to create inclusion?

In this section you also begin to dream with several questions such as: What would inclusion do for business? What will inclusion do for your talent acquisition efforts?

The purpose of action research is to provide an opportunity to create a collective focus, to gain buy-in through participation, and to generate inclusion by creating authentic dialogue. This dialogue is then formulated into a collective consciousness that results as a bonding agent for more stronger and authentic relationships.



ACTION RESEARCH PLANNING



Action research is a cyclical approach that provides a foundation to engage all aspects of the holistic self. During the first initial cycle segment a birds eye view of inclusion will be explored that will be transformed into day to day action items.

Several key relational elements occur during the action research cycle:

***Individuals or an individual are provided a safe place to be vulnerable and transparent as they embark on inclusive goals, therefore, bringing emotional intelligence and cultural intelligence into the experience.

***An incubator for inclusion develops by applying entrepreneurial behaviors which foster comradery and connection.

**New insight is gained from each cycle that equates to a shift in previous systematic thinking.

WEEKLY GOALS



After extracting quarterly and monthly goals from the action research planning, these goals are then broken into weekly assignments.

In addition, action research methods are revisited briefly at the end of the week to determine effectiveness, emotional state, and interpersonal capacities.

DAILY



Weekly goals are then crafted into simple daily goals. Daily goals can range from 1-3 tasks. As inclusion is integrated daily, tasks over time develop into conscious habits that result in inclusive behaviors.

The system will then be repeated in it's entirety prior to the end of each quarter to determine alignment with the overall strategic inclusive goal.

THE DEVELOPER OF THE
SWORD © INCLUSION SYSTEM:
DR. GERILYN DAVIS



CONGRATULATIONS!!



Congratulations for successfully completing your very own first SWORD ©Inclusion system!!!

WOW!! I would imagine you have a multitude of emotions, thoughts and perspectives. Keep in mind this is only the beginning.

Now is the time to continue cutting through the layers of inclusion and develop even more relationships.

Let's continue on your inclusive journey and reach out if you need any additional assistance.

Until then, enjoy your inclusive journey, and let the real journey begin!!

"MAKING THE
IMPOSSIBLE
POSSIBLE"

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