



The

# IDEAL *Solution*



Empowering your sustained DEI progress.

# Inclusion. Diversity. Equity. Accountability. Leadership.

*A new DEI solution has arrived. This multifaceted approach combines foundational new hire education with all-employee dialogues, manager tools, and strategic leadership support, ensuring accountability and sustained commitment for an IDEAL workplace culture.*

## **Your Unique Challenge**

The journey toward creating a more diverse, inclusive and equitable workplace often begins with employee training. While one-time training has been widely accessible, we know that it doesn't result in enduring change. With your commitment to real progress, you need a better solution to sustain DEI engagement and momentum. Mindpower Strategic's IDEAL approach has been intentionally designed to support your ongoing DEI journey and help you stay at the leading edge of growth.

## **Our Integrative Solution**

This framework combines a series of meaningful, ongoing learning experiences to equip employees at every level with the competence and confidence they need to shape an IDEAL workplace culture where everyone can thrive.

Our IDEAL package includes:

**IDEAL Foundations:** Onboarding workshops for new employees to build a solid DEI foundation.

**IDEAL Dialogues:** Annual all-employee sessions to explore emerging DEI topics and maintain engagement.

**IDEAL Circles:** Quarterly small group manager mentoring circles to reinforce application and accountability.

**IDEAL Advising:** Targeted consulting to help senior leaders assess and enhance their DEI strategy.

## *What People Say*

*"Angela Cooper and Mindpower Strategic are 100% value-add to any company wanting to evolve diversity, equity, and inclusion and culture overall in the workplace."*

*"Angela's engaging facilitation style sparks insights that lead to individual behavior change and collective impact. The content is always relevant and something you can incorporate immediately."*

*"Her session was relatable and easy to apply - everyone would find benefit. "*

# Program Details

## 1 IDEAL Foundations

*This comprehensive learning experience is tailored for newly hired employees, providing essential knowledge and skills to establish a solid understanding of DEI principles and organizational commitments.*

**Frequency:** As needed, at least one annually

**Target audience:** New hires

**Duration:** Four hours (can be one single session or split into two)

**Content(s):**

### **Section 1: IDEA Discovery**

Introduction to inclusive company culture, expectations, and IDEA commitments

The case for IDEA - moral obligations, business outcomes, and practical value

Core IDEA concepts - principles, terminology and language

### **Section 2: From Bias to Belonging**

Unconscious bias and its impact

Tools, techniques, and practices to mitigate bias and build belonging

Personal commitments for application and allyship

**Target Group Size:** 30 participants (20 minimum, 40 maximum)

**Delivery Method:** In-person strongly encouraged. Virtual sessions possible with split series.

**Investment:** Starts at \$4,000 per 4-hour session (pricing is consistent for in-person or virtual)

## 2 IDEAL Dialogues

*Building upon groundwork laid in IDEAL Foundations, these sessions delve into specialized topics relevant to emerging trends that align with the organization's DEI priorities and goals.*

**Frequency:** One standard session\* selected each year, repeated as frequently as necessary to include all employees.

**Target audience:** Entire workforce

**Duration:** 90 minutes

**Content(s):** Clients have a variety of topics to select from including civility and psychological safety, inclusive personal influence, values-aligned behavior, power dynamics, and embedding DEI into functional roles/goals.

**Target Group Size:** 30 participants (20 minimum, 40 maximum)

**Delivery Method:** In-person classroom-style or virtual.

**Investment:** Starts at \$2,000 per 90-minute session (pricing is consistent for in-person or virtual)

*Note: While one annual IDEAL Dialogues topic is included, a second topic and set of sessions can be arranged for a discounted fee.*



# Program Details

## 3 IDEAL Circles

*Designed to foster deeper understanding and application of DEI principles among managers, these discussion circles provide a platform for managers to connect, reinforce DEI principles, and foster accountability within their teams.*

**Content(s):** Practical application of DEI principles in team management and fostering an inclusive workplace culture.

**Format:** IDEAL Circles come as an “Empowerment Package” equipping you for internal facilitation. We upskill a group of IDEAL Manager Champions (IMCs) to facilitate these peer-led sessions with other managers, and provide them with ongoing support.

**Target Group Size:** 6-12 managers per IDEAL Circle

**Delivery Method:** IDEAL Circles are best in-person but virtual circles can also be effective.

**Investment:** Starts at \$5,000\*, priced according to organizational size and number of managers.

This investment includes the “Empowerment Package” - a full year’s worth of quarterly IDEAL Circles materials for managers including tools/templates, discussion outlines, and best practice guides.

This also includes a framework of communications and processes to recruit and equip IDEAL Manager Champions (IMCs) and a 90-minute training session to prepare them for facilitation of IDEAL Circles in an ongoing manner.

\*Optionally, Mindpower Strategic can be engaged to facilitate IDEAL Circles for an additional fee.

## 4 IDEAL Advising

*The IDEAL package comes with a FREE BONUS advising session to support key senior leaders in evaluating and enhancing your overarching DEI strategy. This targeted, streamlined session provides valuable insights and recommendations to drive meaningful change.*

**Format:** A private, focused strategy discussion with a summary of key strategic recommendations and resources.

**Participants:** Up to four HR, Talent Development, Strategy, and/or Executive leaders responsible for DEI + culture.

**Duration:** 2 hours

**Content:** Focused on reviewing current DEI and culture initiatives, identifying gaps, and developing improvement recommendations.

**Delivery Method:** In-person or virtual.

**Investment:** This initial session is offered FREE with The IDEAL Solution package, additional advising hours or strategy development/alignment packages are available for an additional fee.

# Added Value

## Effective Adult Learning Models

With a background in organizational development, communication and training, we employ a variety of learning methods tailored to the needs of participants. All sessions include some component of individual reflection and journaling, partner sharing, small group processing, and moderated full group discussions. Many also incorporate unique interactive exercises (for example, brain games that demonstrate unconscious bias in action). Virtually, active chat responses, polls, interactive input tools and breakout sessions can be tailored and utilized for deeper engagement, allowing for active participation and peer-to-peer learning.

## Customization and Relevance

We have a broad library of standard, high-quality learning material, but also understand the importance of tailoring content to align with your company's unique organizational culture and industry context. Our team will work closely with you to incorporate your core values, culture priorities, and relevant scenarios to ensure training content is relevant, impactful, and directly applicable to the work you do.

## Wraparound Communication

To ensure effective understanding of IDEAL education and its purpose, we actively advise clients as they build pre-training communications and introductory speaking points for leaders. Additionally, to support ongoing application, every session includes comprehensive learning aids and tools for participants to continue their IDEAL culture journey beyond the training. These resources serve as valuable references for reinforcing learning outcomes and sustaining momentum.

# More About Mindpower Strategic

We are a culture strategy firm. Through a full spectrum of consulting, strategic plan development, and facilitated learning, Mindpower Strategic is uniquely positioned to design empowering culture-shaping and change management solutions that will meet your unique needs and help you unlock the full potential of your diverse workforce.

## Recent Strategic Engagements

### Senior Living Hub

*Redesigned an outcome-focused, mission-centered DEI Strategy with objectives, success measures, and aligned initiatives relevant to strategic business priorities.*

### Transport Provider

*Facilitated a 6-month custom leadership program to support strategic development for a cohort of Employee Resource Group Presidents.*

### Private School

*Recalibrated a Culture Operating System with new Core Values, aligned team behaviors, and a sustainable system of inclusive policies, protocols, and practices.*

## About Angela Cooper

A former Fortune 300 Chief Diversity Officer from the finance industry, Angela has over 20 years of business experience leading change and shaping organizational health.

As the Founder and Principal Consultant of Mindpower Strategic, Angela now serves as a thought partner and strategist for forward-thinking business leaders working to create more inclusive futures for us all.

Visit <https://www.mindpowerstrategic.com/about> to view or download Angela's full bio.

*Get in touch* ↘

Trusted By These Great Clients and More...



angela@mindpowerstrategic.com  
www.mindpowerstrategic.com

# Why Choose Us



At Mindpower Strategic, we have relevant, first-hand experience evolving workplace cultures to be more inclusive and equitable. Our tone and approach are centered in change management techniques that create psychological safety, draw people in and inspire them to be their best selves. We believe strongly in the power of a growth mindset to drive behaviors and results, and we offer unique tools and support to help you lead purpose-driven and meaningful change.

## Let's Talk!

We'd love to hear from you and share more about what we do. Please reach out to schedule a free call and explore possibilities together!



[angela@mindpowerstrategic.com](mailto:angela@mindpowerstrategic.com)  
[www.mindpowerstrategic.com](http://www.mindpowerstrategic.com)