



## 2022 Vision - 3 Priorities



### 1. Psychological Safety

**Motivator:**

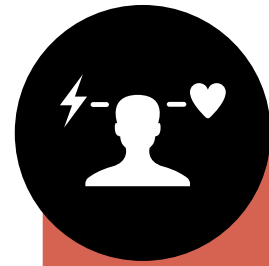
Psychological safety is the most important factor in making people feel included in an organization. It's the driver for innovation and inclusion.

**Support:**

Encouraging courageous conversations.  
Creating a workplace culture of mutual respect and acceptance.

**Success:**

Openly sharing layers and feeling a deeper sense of belonging.  
Collaborating in the workplace.  
Accomplishing group goals.



### 2. Micro-Behaviours

**Motivator:**

Micro-behaviours are unconscious gestures, facial expressions, postures, words and tone of voice which influence how included (or not included) those who experience the actions are left feeling.

**Support:**

Increasing self-awareness education opportunities.  
Creating safer spaces to learn how to use peaceful communication techniques.

**Success:**

Adopting a growth mindset.  
Aligning lived workplace experience with organizational values.



### 3. Transparency

**Motivator:**

Transparency is an attribute of corporate culture that gets revealed through the behaviors of an organization's leaders, employees, and stakeholders.

**Support:**

Using peaceful communication approaches which promotes honesty and empathy to exchange information.  
Empowering managers to lead with a transformation mindset by providing resources to lead inclusive, innovative teams.

**Success:**

Retaining high performers.  
Matching performance with rewards.