

Culture Toolkit

Building Better Client and Co-worker Relationships and Organizational Culture



Lauran Star

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What they are saying:

Lauran created a safe space where we, the employees, could ask the questions and get the answers around cultural diversity. This was a jam packed program filled with information and tools.

B. Hodgson
BC/BS

Yes! This was just what we needed as our client base is changing every second of the day. Thank you Lauran for helping us all see the beauty in other cultures as well as focusing on the facts. Just Brilliant!

D. Talbott C.F.P.

Culturally diverse organizations thrive in today's business market in large part due to:

- * Increased productivity, creativity, and profits
- * Improved employee engagement and organizational reputation
- * Reduced employee turnover
- * Wider range of skills, and
- * Improved cultural insights leading to improved conflict management and product offerings.

However, sensitivity training is not one-size fits all and when done incorrectly can have detrimental effects on the employees and the organization¹. According to the recent literature and research, those attending sensitivity training often walked away feeling alienated and blamed with an increase in their stereotypical barriers and a re-inforcement of negative behavior².

Culture Toolkit is different. It utilizes both training and sensitivity theory to provide your organization with the best inclusion-sensitivity training with proven retention results. The program is 100% customized – from area of focus (gender, culture, disabilities, etc.) to your industry, organization and employees.

Lauran Star, a leading Diversity and Inclusion Psychologist (ABD), will work closely with your leadership and human resource management team, focusing on your organization's most important business asset – your employees.

Some Objectives:

- * Learn in-depth awareness of different cultures and the benefits to your business and workplace;
- * Understand the impact of cultural differences, both from a business and peer lens;
- * Create and move beyond the foundation of becoming culturally competent;
- * Learn how to be culturally aware in conflict and create positive conflict resolution;
- * Learn how to place your biases in a box and move forward with better information; and
- * Begin to fill your Inclusion Toolkit with new approaches, thus reducing the cross-cultural misunderstanding and encouraging positive cross-cultural relationships.

And more. We will examine your goals for training and create a program exclusively for your organization.

About Lauran Star:

Lauran Star, a leading Diversity and Inclusion Psychologist (ABD), works closely with leadership, and human resource management focusing on organizations most important business asset: their employees.

The founder of LS Consulting Group, Lauran has over two decades of leadership and talent development experience with Fortune 100 and other top companies, plus the United States Army. She understands what your organization is facing in today's marketplace and has solutions that are based in the real world. A business professor, she also understands the next generation of business professionals and will inspire your organizational culture to shift.

Lauran attributes her success to her brutal but compassionate honesty. She dives in where other presenters tread lightly, yet is insightful, warm, and approachable. Lauran consistently engages audiences where it matters to them, and leaves participants with both the inspiration, and the tools, to act.

Lauran's influence in the media is far reaching. She has been featured on CBS Radio; published in Forbes Women, Huffington Post, Talent Management, Society of Human Resource Management, and other trade magazines; and is the author of several books including the best-selling *Your Power Pivot: Shifting the Paradigm of Work /Life Empowerment* and her forthcoming book *Pivotal Inclusion: Creating Excellence in Organizational Culture*.



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