

# Ways to inspire diverse thinking



**1**  
Encourage and support networking internally and externally that helps individuals' inclusive thinking. This creates business opportunities through knowledge sharing and exchange of views and brings different ideas and approaches to the company. There are various external networking initiatives in the market and these can add significant value.

**2**



Encourage Sponsorship. Organisations can introduce processes to identify rising talent through a career sponsor. This is not a mentor or coach but a senior sponsor who gets to know the individual, socialises their capabilities and ensures they are not overlooked for promotion and progression in our profession.

**3**



Assess merit rather than what feels comfortable, for example, when hiring or promoting.

**4**



Aim to understand the added value of a person to a business or team which is over and above their expertise.

On the next page you will find our CII 'My inclusion path' cards, these cards aim to encourage and support inclusion throughout our united profession and are a tool to get you thinking about your own inclusion path.

**Q:** How does this tool help me achieve diverse thinking in my organisation?

**A:** Building in mechanisms to identify and develop people with potential from a wide range of backgrounds should mean those people gain influence and can add new ideas to take the organisation forward.

Inclusion path cards provide a tool to identify your own action plan.

**Inclusion in a united profession**  
Making inclusion a reality



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**Big things have small beginnings.**  
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*Prometheus*



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