

# STC INNOVATION & GROWTH CONFERENCE

# 2023

IN ASSOCIATION WITH



SUPPORTED BY



HEXAGON

**PROVA**

#STCIG23



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A network diagram background consisting of white dots of varying sizes connected by thin white lines, set against a gradient background transitioning from purple on the left to yellow on the right.

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# 2023

Aly King-Smith

Clearworks

#STCIG23



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Password: Stockwell2018





**Who fits in?**  
Aly King-Smith

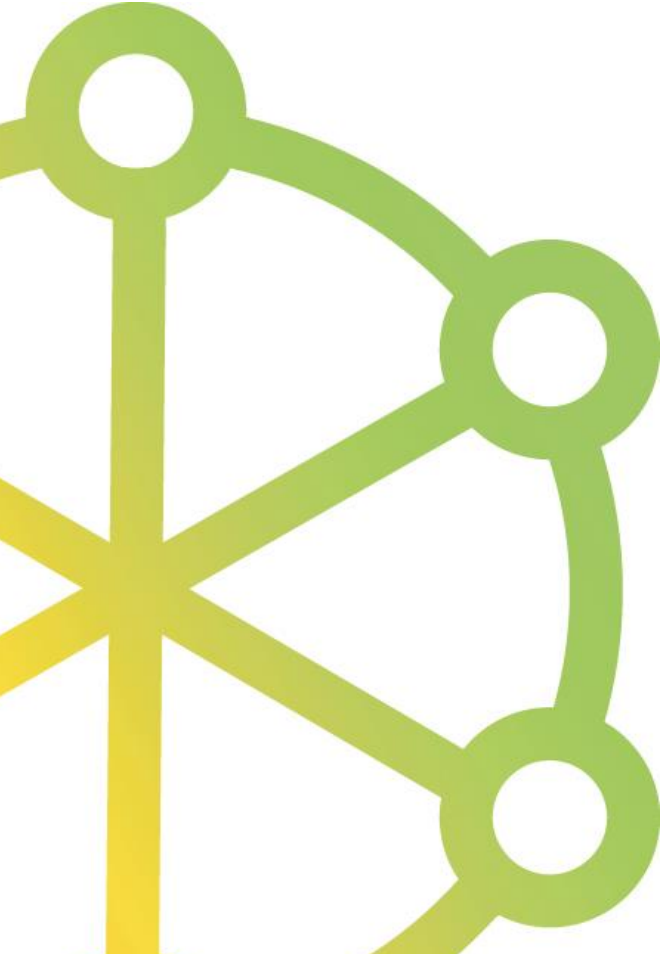
**Diversity**  
**Inclusion**  
**Equity**  
**Equality**











**This is not soft and fluffy.**

Organizations with inclusive cultures embrace differences build high-performing teams of employees who are engaged with their work and invested in the organization's success.



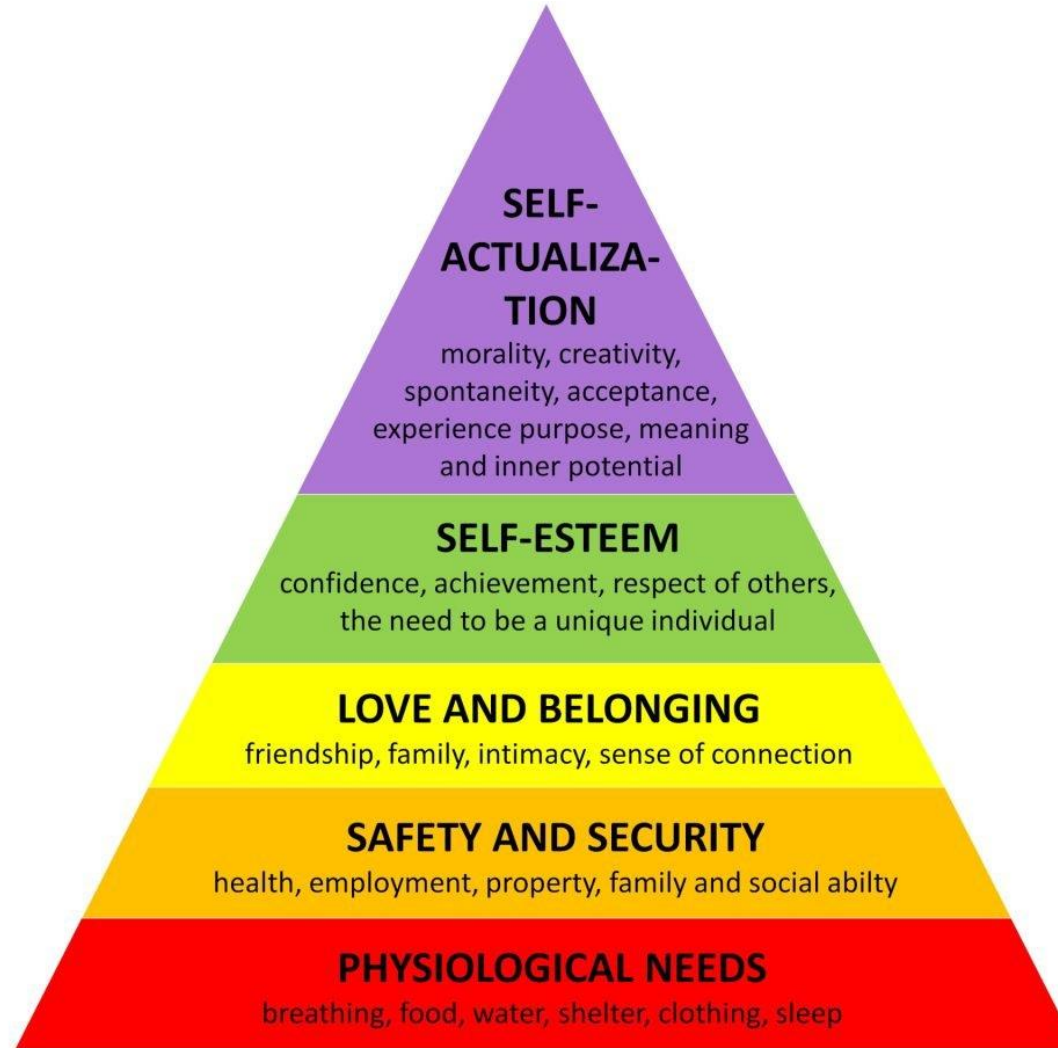
Belonging



Fitting in



# Maslow's hierarchy of human needs



# Do you know your 9 emotional needs?



## Security

a safe environment which allows us to develop fully



## Attention

(to give and receive it)  
- a form of nutrition



## Control

having a sense of autonomy and control



## Meaning & Purpose

which comes from being stretched in what we think and do



## Privacy

opportunity to reflect and consolidate experience



## Community

feeling connected to a wider community



## Intimacy

emotional connection to others through friendships and loving relationships.



## Status

sense of status within social groupings

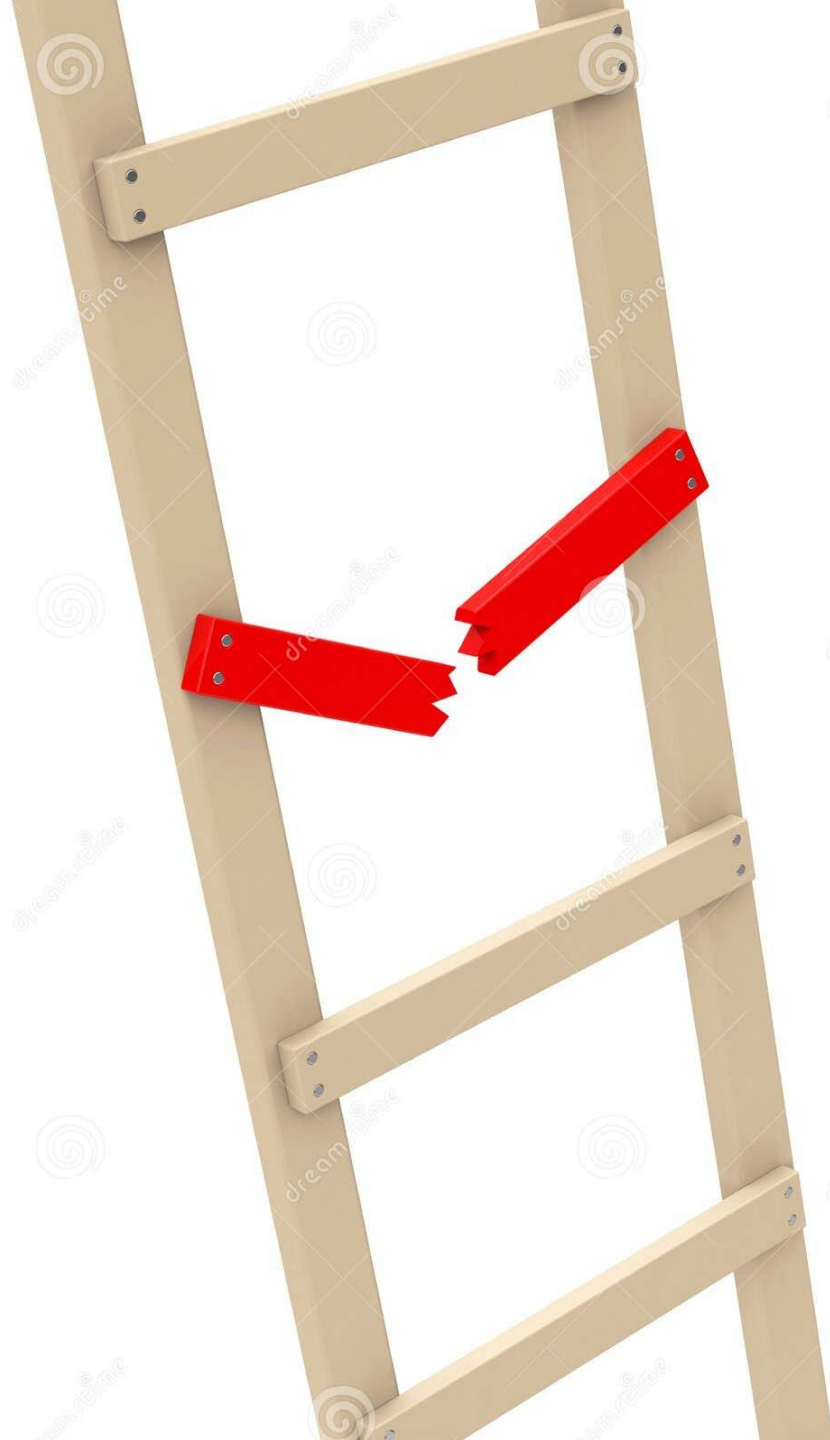


## Achievement

a sense of our competence and abilities





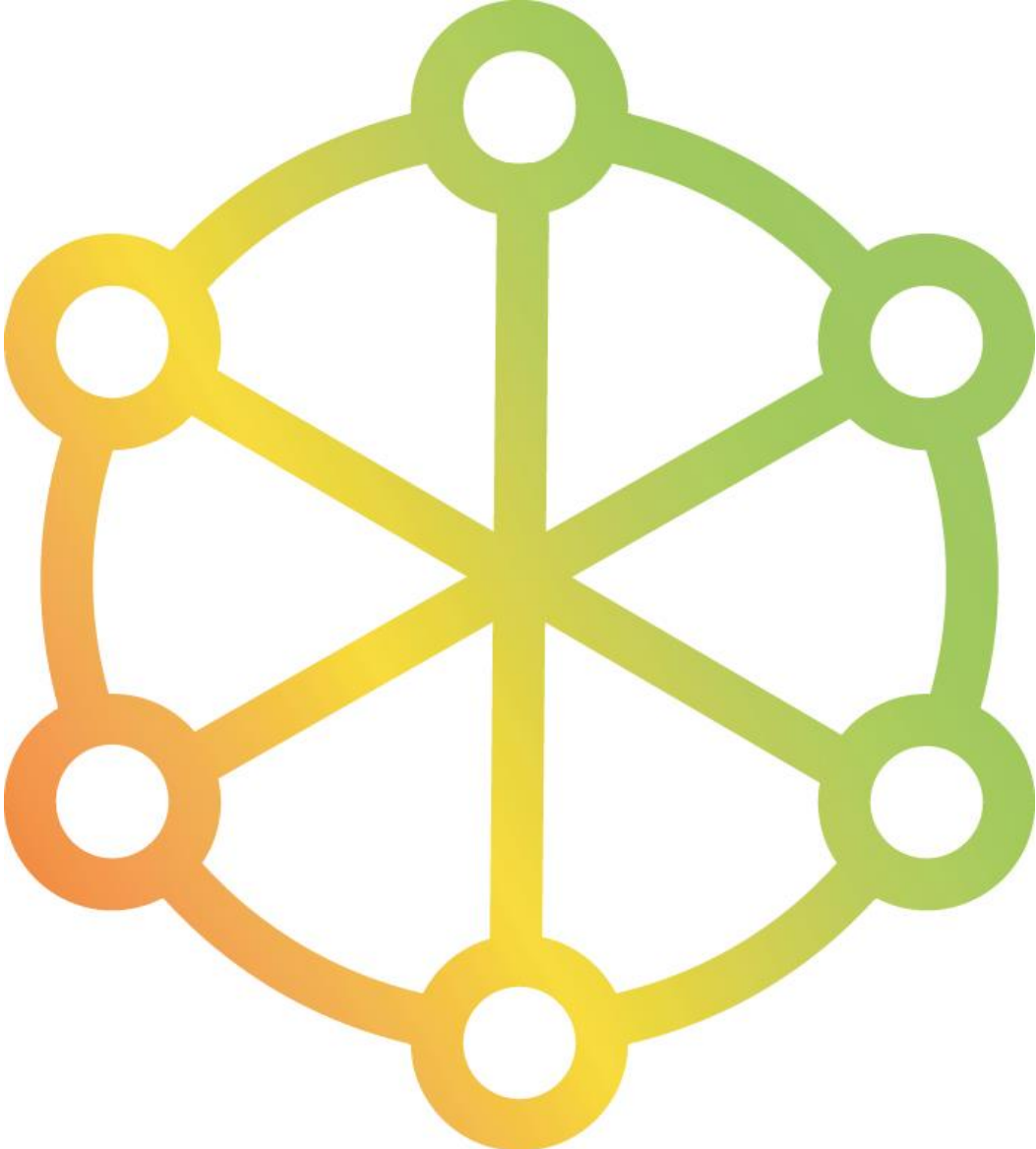


100 men

87 women

73 women of colour











**listen learn adapt**





Lab To Leadership™

Coming Spring 2024

