BARDO'S NEURO-INCLUSION MATURITY MODEL



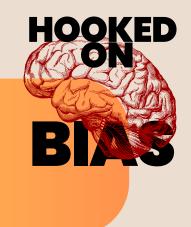
Level 1 DELTA Foundation



Level 2 ALPHA Expanding



Level 3
GAMMA
Mastery



START OFF CHARACTERISTICS

Programmatic approach; low representation of underrepresented groups; actions fragmented; policy and EDI training.

NEUROSCIENCE BLOCKS AND ENABLERS

Neuroplasticity through mentoring and unconscious bias training. Leadership model mirror neurons; reflective thinking started.

CUSTOMER LIFECYCLE

Engagement with diverse demographics started; Customer feedback for inclusivity, accessibility & sustainability started. Modest retention.

EMPLOYEE LIFECYCLE

Inclusive job adverts, positive outreach; onboarding incl. diversity psychological safety; Development of mentoring, networks, retention

TOOLS & METHODOLOGY

Bias disruption techniques; Habit formation for inclusion; Impact Dashboards; Embedding into existing work

ONLINE TRAINING 1) Leadership | 2) Employees

Neuroscience 1.0; Psychological Safety; Habitual Thinking; Bias Disruption; Inclusive Comms; DOSE Chemicals; Anthropolical Lens

PROGRESS BY END OF LEVEL

Inclusion training is beyond compliance; initial cultural audits reveal areas for systemic improvement; action plans are developed to address those areas including habit nudges and monitoring for impact; and the good/bad binary of a growing inclusive mindset is eliminated.

START OFF CHARACTERISTICS

Leaders modeling inclusive behaviours & driving change; inclusion seen as a business enabler; focus on cultural barriers and shared purpose

NEUROSCIENCE BLOCKS AND ENABLERS

Psychological safety is a priority; a Growth Mindset is embraced; Synaptic Shifts rewire organisational habits to become inclusive

CUSTOMER LIFECYCLE

Diverse insights inform strategy and products' inclusive feedback loops from underrepresented groups; Increased loyalty.

EMPLOYEE LIFECYCLE

Inclusive recruitment strategies; Onboarding programmes tailored to individual needs; Progression barriers removed; Exit data analysed

TOOLS & METHODOLOGY

Psychological safety assessments; Neuroscience - managing resistance & mirror neurons for cultural shifts; Inclusion scorecards

ONLINE TRAINING 1) Leadership | 2) Employees

Advanced Bias Recognition (Default Mode Network - DMN); Empathy; Threat and reward; Collaborative Practices; Disruption; Global Lens

PROGRESS BY END OF LEVEL

Leaders are held accountable for inclusion outcomes; Talent systems are restructured to ensure equality; regular pulse surveys measure Psychological Safety; Organisational cultural norms are shifting; Language is inclusive; Cultura gaps at a Global level are addressed.

START OFF CHARACTERISTICS

Organisation leverages the diversity of thought to drive innovation and competitive advantage. Teams operate with a shared sense of purpose.

NEUROSCIENCE BLOCKS AND ENABLERS

Shared purpose, mirror neurons align; Dopamine-driven inclusion; Neuroplasticity in Action as habits embed

CUSTOMER LIFECYCLE

Co-created products with diverse customer groups; Continuous innovation and improvement; Exceptional loyalty and advocacy.

EMPLOYEE LIFECYCLE

Attracted top diverse talent; inclusive career pathways; teams are cohesive and high-performing; Transitions celebrated and strong alumni connections.

TOOLS & METHODOLOGY

Advanced neuroplasticity training; diversity of through audits to measure cognitive diversity; integrated culture dashboards in real time.

ONLINE TRAINING 1) Leadership | 2) Employees

Systematic safety; Fear into Innovation; Habit Stacking and Ecosystems' Cognition Recalibration; Lifecycle Transformation

PROGRESS BY END OF LEVEL

Global Diversity Leadership mastered to lead diverse global teams and navigate cultural complexities. Transformational language to inspire connect and engage diverse audiences. Teams are high-performing and diverse in thought; external brand aligns with internal culture; inclusion is embedded unconsciously in all systems and cultures, regularly assessed.



Pillar 1: SAFETY FIRST

Prioritising psychological safety to reduce the brain's threat response (Amy Edmondson, David Rock).

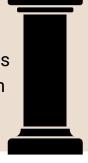


Pillar 2: BELONGING THROUGH CONNECTION Strengthening social bonds and reducing "us vs. them" mentalities (Matthew Lieberman, Robin Dunbar).



Pillar 3: GROWTH OVER GUILT

Encouraging open-mindedness and behaviour change through positive reinforcement (Carol Dweck, Daniel Kahneman).



Pillar 4:

THE INCLUSIVE BRAIN

Using neuroplasticity to build inclusive habits over time (Norman Doidge).



BARDO ACADEMY

Taster courses.



Inclusive Thinking Course:
Online - Overview Module

Online - Overview Module £350



Inclusive Leadership Course:

Online - Overview Module £400