



IMMERSE YOURSELF IN A CULTURE OF BELONGING

ENCOURAGING A CULTURE OF OWNERSHIP AND EMPOWERMENT FOR ALL EMPLOYEES

Creating a company culture where everyone feels included not only boosts employee engagement, recruitment, and retention but also enhances the customer experience and drives bottom-line results.

Find Empathy Through Experience

Understanding, Leading, and Embedding Behaviors

What's Needed for a Sustainable DE&I Initiative

CONVICTION

They need to see value in changing and growing, and then want to do so.

KNOWLEDGE

They need to know what to do differently

SKILL

They then need to know how to apply that knowledge back on their job.

RESULTS

They need to be accountable for, and see, improved results in how they lead and what they accomplish.

How Eagle's Flight Addresses These Needs

EXPERIENTIAL LEARNING

1. Participants are highly engaged in Eagle's Flight's unique experience.
2. They learn by doing.
3. With an in-depth facilitated debrief.

PRAGMATIC MODELS AND CONTENT

Practical steps to take to behave differently, and so produce different and better results.

COMPANY RELEVANT APPLICATION

1. In-class discussion and practice around work related situations and issues
2. Facilitated guidance in the application of the principles taught.

POST COURSE RETENTION

Post class application and retention tools to support the new behaviors becoming habitual, and the improved results predictable.

CASE STORY



RESULTS:

- **Measurable improvement** in diversity and inclusion scores from leaders and employees
- In-store changes to how employees, customers and merchandise are managed to **ensure a more diverse and inclusive experience** for everyone

WHAT WE DELIVERED:

- Entirely customized training, aligned the organization around diversity and inclusion, and focused leaders on **HOW to lead and drive** a diverse and inclusive culture
- 3-year journey that has required the commitment of every leader. Now **equipped with the tools and resources** to embed the learning into the organization

AUDIENCE:

- 8,500 employees and leaders, including all executives, mid-level and regional leaders from across all areas of Meijer's organization



I think Eagle's Flight did an amazing job of working collaboratively with Papa John's. DE&I is a very personal experience for everyone that goes through it and I think, the team members of Papa John's and our leadership, we needed something tailored for us. The feedback has been phenomenal. I got to explore a lot of other things that maybe I never considered. I began to acknowledge the people around me, whether we disagreed with their thoughts and feelings. I could allow and create space for others to bring their whole selves to work, just like I want to. For us, it was an absolute win.

Marvin Boakye, CPO - Papa John's



DE&I Programs

