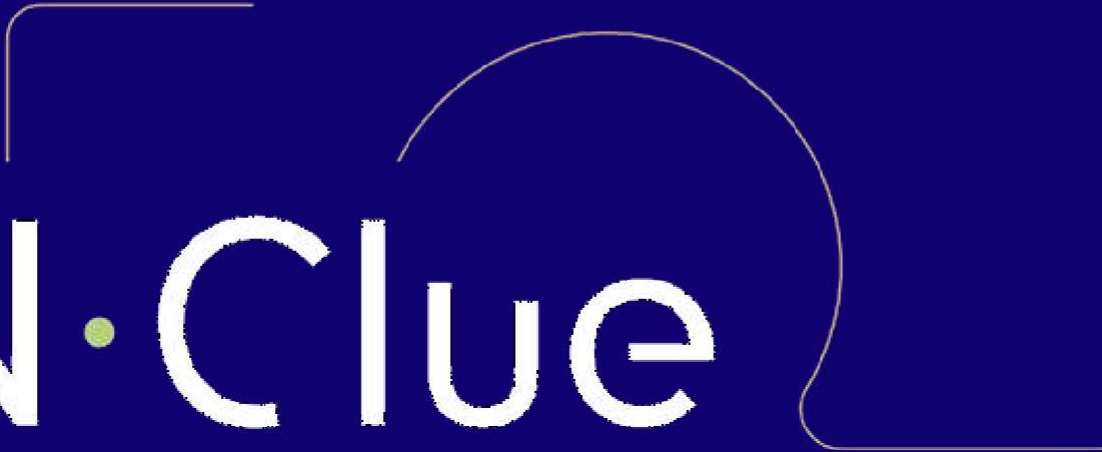




iN·Clue

A CLUE FOR INCLUSION

by Diversito
INCLUSION IN DIFFERENCE

Build trust, connection, and collaboration
through practice, not theory.



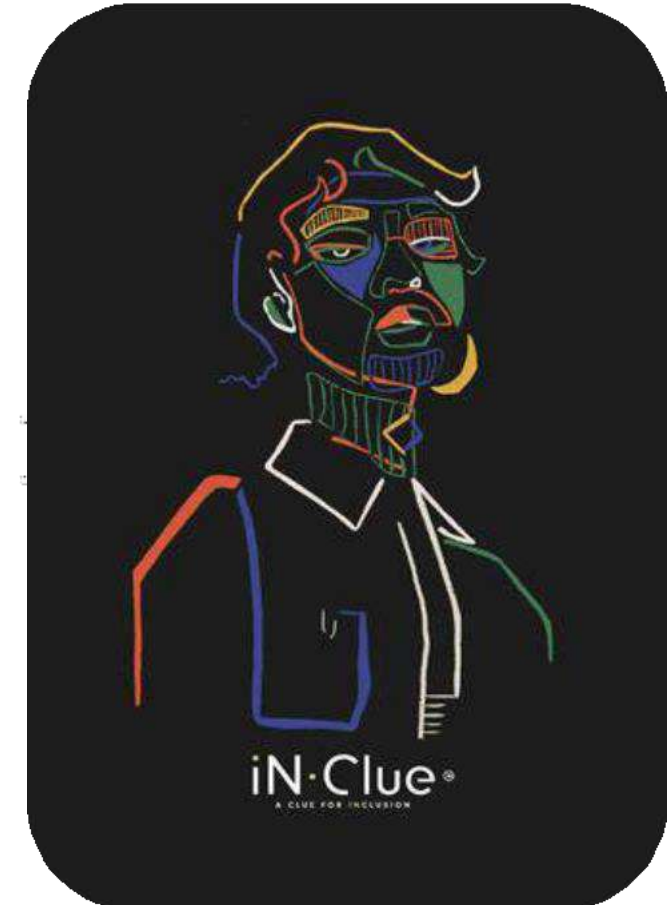
Product

- ❖ A unique and engaging interactive tool that fosters connection, understanding, and psychological safety.
- ❖ Helps participants appreciate shared strengths, value diverse perspectives, and build trust in a safe, collaborative environment.
- ❖ Duration: 1-hour activity, with optional follow-up support over 6 months. Can be facilitated by a certified internal facilitator.
- ❖ Encourages bottom-up collective engagement to create connected, motivated, and high-performing teams.



Benefits

The iN-Clue journey helps teams better understand what connects them, what differentiates them, and what they need to collaborate more effectively. It is a hands-on experience designed to strengthen trust, reduce misunderstandings, and improve day-to-day cooperation.



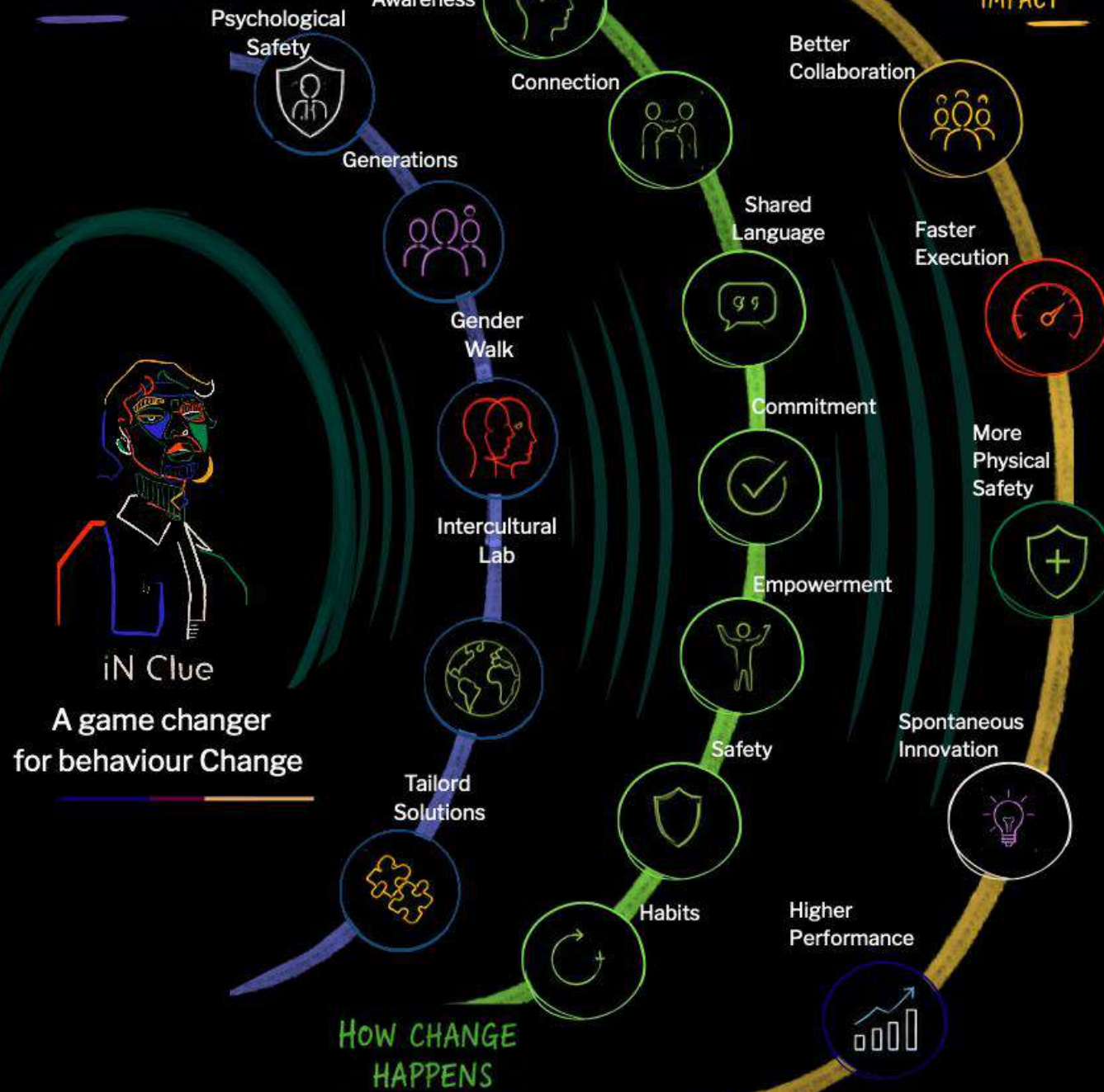
Behaviour changes when several conditions come together:

- **People are capable of doing the behaviour**
They understand what the behaviour looks like in practice and have had a chance to practise it.
- **The environment makes the behaviour possible**
The team context allows it. For example: people can speak up without punishment, leaders respond constructively, meetings create space for different voices.
- **People are motivated to repeat the behaviour**
They see value in it, feel some ownership, and experience that it has a positive effect.



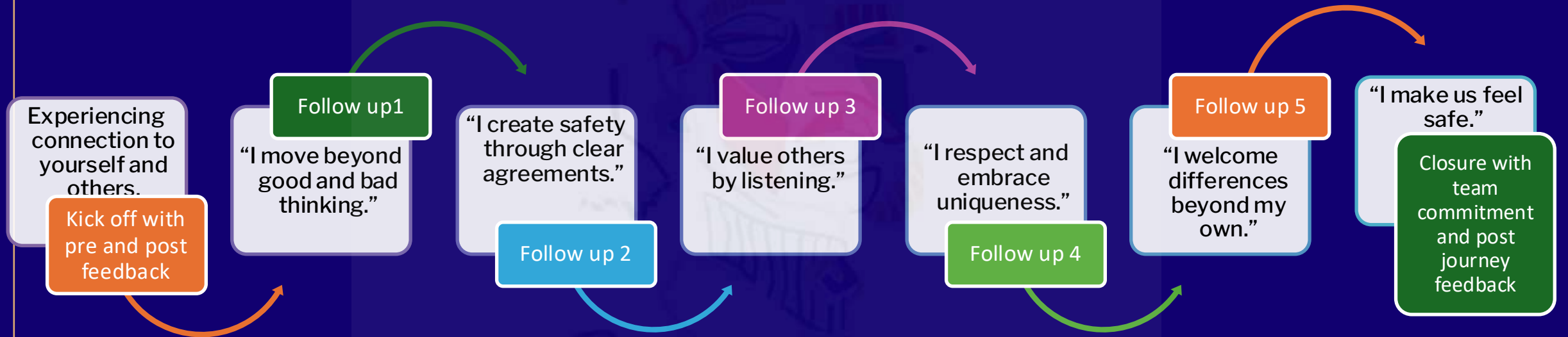
That's what iN-Clue does

EXPERIENCES



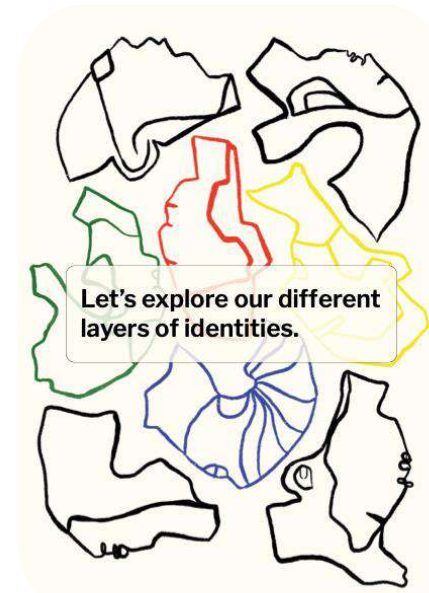
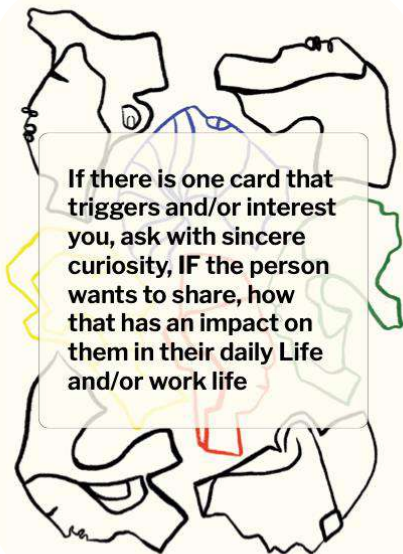
iN·Clue

A 6-month iN-Clue Journey with short sessions, guided by an in-house or external facilitator using the iN-Clue Cards.



From safer spaces to smarter teams: more efficiency, fewer incidents.

Affordable and easy to roll out.



There are 6 essential themes to address
and experience in order to:

- 🍀 Create a psychologically safe environment.
- 🍀 Work more effectively with both what brings us together and what makes us different.



**I MOVE BEYOND GOOD AND BAD
THINKING.**

**I CREATE SAFETY THROUGH CLEAR
AGREEMENTS.**

I VALUE OTHERS BY LISTENING.

**I RESPECT AND EMBRACE
UNIQUENESS.**

**I WELCOME DIFFERENCES BEYOND
MY OWN.**

**I MAKE US FEEL SAFE AND
WELCOME.**

iN·Clue®

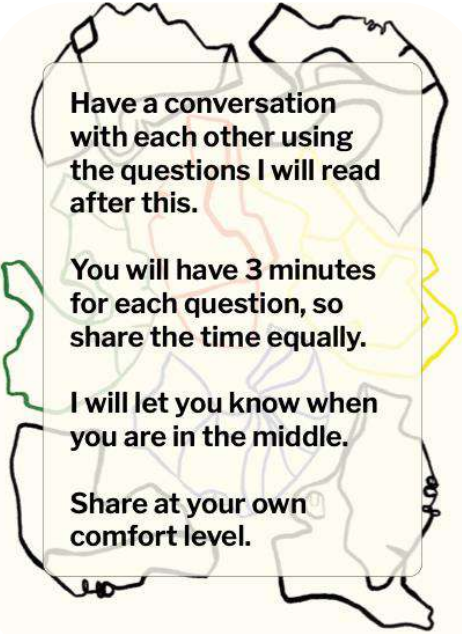
WWW.IN-CLUE.ME

- ✿ There are 6 key learnings.
These are conclusions and reflections drawn from the previous experience.
- ✿ They also serve as a foundation for creating a clearer, safer, and more collaborative working framework.



There are:

- ✿ Individual reflections
- ✿ Group reflections
- ✿ Guided pair exchanges
- ✿ Individual commitments

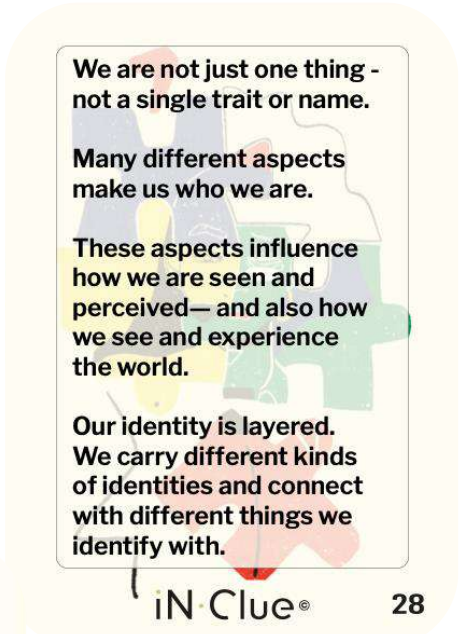


Have a conversation with each other using the questions I will read after this.

You will have 3 minutes for each question, so share the time equally.

I will let you know when you are in the middle.

Share at your own comfort level.



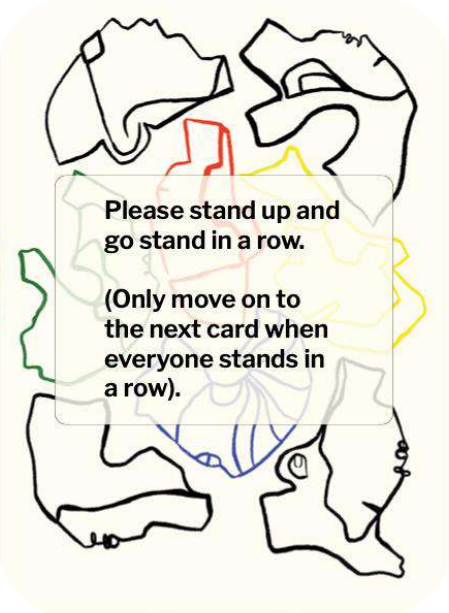
We are not just one thing - not a single trait or name.

Many different aspects make us who we are.

These aspects influence how we are seen and perceived— and also how we see and experience the world.

Our identity is layered. We carry different kinds of identities and connect with different things we identify with.

iN·Clue® 28



Please stand up and go stand in a row.

(Only move on to the next card when everyone stands in a row).



Without talking, rank yourselves from junior in the company to senior.

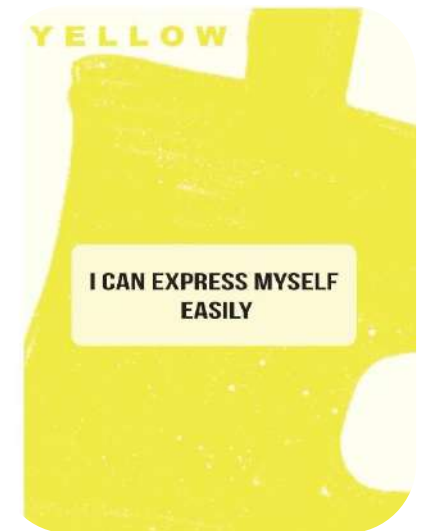
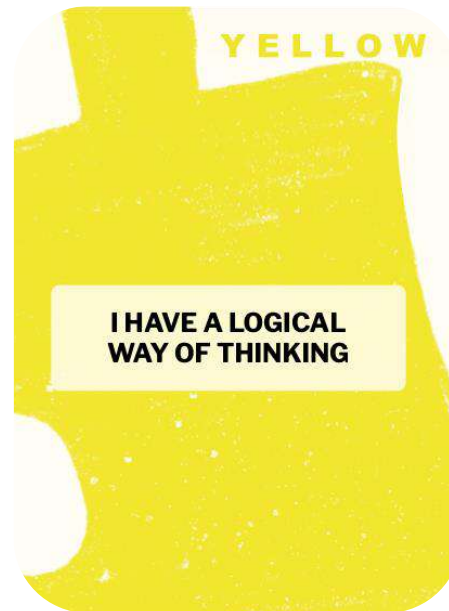
Only once you think you've done it; you can talk with each other to check.



Did you have something in common?

Did you notice any differences?

- ✿ We explore the different layers of our identity in order to become aware that we are not just one thing, and to understand the impact of this. And to re-connect with each other.
- ✿ They are divided into three different colors, inspired by the Power Wheel created by Sylvia Duckworth (this information is not shared with participants; the focus is on the experience).



Diversito

iN·Clue

Feedback from users

From Shanghai CN

"I didn't expect to speak this openly with my team."

"We usually focus on results. Today we understood each other."

From Nairobi KE

"It's simple... but it changes everything."

"I saw my colleagues differently—and myself too."

From Paris FR

"For once, this didn't feel like a training."

"We stopped performing and started being real."

From Brussels BE

"Wauw, I have goosebumps."

"This is the first time I feel we are truly a team."

From Dublin IE

"Definetly recommended. Corporate needs this. We spend most of our lives working, and feeling safe, having trust is utmost important.."

"This should be part of how we work, not a one-off."



You can reinforce the learnings and integrate them into day-to-day work through follow-ups.

The afterwork has two objectives:

1. The team unconsciously develops the habit of better understanding the needs, habits, and blind spots within the team, and of sharing their own needs in order to feel psychologically safe. In this way, the team culture evolves toward greater trust, fluidity, and day-to-day cooperation.
2. The team also makes a commitment by answering three questions:
 - * What will we do to better embrace differences?
 - * What types of differences are necessary?
 - * How can the company support this?

Alan De Bruyne

Strengthening the human fabric of organizations for constant change

Who I am

- Over 20 years of experience working with leaders and teams around the world.
- Specialized in how people actually collaborate under pressure.
- Recognized for turning complex human dynamics into simple, actionable steps.

Who I work with

- International companies, governments, and NGOs trust me.
- Nestlé, L'Oréal, Microsoft, Amazon, Toyota, Heineken, Allianz, Danone, Sodexo, Roche, Thales, NATO, the European Parliament, Solvay, SPIE...

What motivates me

- I am driven by the desire to create genuine connections between people, enabling teams to perform at their best.



Most organisations do not need another training that tells people what they should do.

They need experiences that help people practise what they know, together.

That is the power of iN-Clue.

