

LEGACY CONSULTANTS

Legacy Consultants is an Award winning company that has experience stretching over 17 years, including our past work and services under our former name First Class Legacy.

Eighty percent of our clients are from the Public & Charity sector and the other 20% are from the Private sector.

In 2022 we won 3 Awards for our work:

- **Black Talent Awards 2022 Social Change Organisation**
- **Black Owned Birmingham Social Enterprise of the Year**
- **MAB10 Awards Outstanding Contribution to Social Entrepreneurship 2022**

WE HELP OUR CLIENTS TRANSFORM HOW THEY ENGAGE

We provide training solutions to organisations who want to effectively train individuals or teams, by eliminating the stress of planning.

We propose the use of our dynamic and interactive Navigating the Terrain of Race and Equally Yours game, coupled with a smaller focus group to take a deeper dive into race, enabling staff to contribute to an action plan, which will form the basis of the strategy you take forward in your organisation.

We understand that the topic of race can be challenging, however, we have a tried and tested methodology to enable participants to share their views and learn from others in a fun, interactive space, which is also culturally appropriate, psychologically informed and most importantly safe.

Through our product Navigating the Terrain of Race, we will teach learners to understand, systemic and institutional racism and how this can manifest within society and the workplace. We do this using the power of case studies; exploring and showing how companies and organisations from a range of industries have got it wrong around this topic, and the impact these errors have had upon society.

Using our methodology of 'Stop, Pause and Reflection', and creating a safe space, participants can reflect first personally and then professionally on the actions or steps that can be taken to ensure that history does not repeat itself.

We are also aware of the different learning styles that people have; we are interactive and only using Power point, we use dynamic visuals, inspiring audio and factor in breaks, and have fun while we are doing it.



Throughout the pandemic we realised that what we deliver in our training can be delivered online.

We will help colleagues recognise and identify the causes of racial inequities, building self-awareness and showing the steps they can take in their roles to overcome barriers to an inclusive culture.

Through the journey of the training we help learners to identify causes of racial inequality, using a timeline of examples, which helps to build and improve the learners awareness.

We identify causes of racism through an interactive discussion on how history is taught to children and adults and how the more negative sides of British History are left out. Also, by looking at the snowy white peaks of board rooms and C-Suite executives, where diversity is at its lowest.

To build self-awareness, we utilise our board game to empower learners to share their thoughts and experiences. We use a question from the game “What is British Culture” to get started. We have found that everyone has a different interpretation of what British Culture is and this immediately breaks down barriers because of the games-based methodology. We stimulate conversations in a practical way around the inclusive culture of a company. For instance, at Christmas, most companies will have a Christmas meal, perhaps do Secret Santa and break for the holidays, but would those same companies put activities in place for Eid, Ramadan or Diwali?

These conversations are all delivered in the safe space of the training; we create the environment so that we can build and create action plans as we go along.

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Help you to build commitment, practical skills, and techniques to put learning into action

As part of the training, we will collaborate with you to create pledges that will be filtered into a robust action plan that is monitored by us for added accountability. In addition, we will deliver a focus group to further clarify the action plan. It is within these focus groups that we set the homework tasks that enable the team to meet the action points listed in the plan.

Ensure that through the journey with us we will engage hearts and minds in a safe space, build empathy and allyship

The success of our work at Legacy Consultants is rooted in our ethos and values. The key ethos is that our training is engaging hearts and minds. We are acutely aware that stats and graphs in isolation, without taking you on a journey without, being sensitive to the topic and understanding, is a difficult conversation to have. We put the learners’ hearts and minds at the forefront of our planning. The truth is if the space does not feel safe, it will not work. The way we make the space safe is by delivering through our values, which are: love, trust, hope, integrity and time.

We use the power of storytelling to help translate the impact of racism from a psychological evidence base, using the iceberg model where we address the unseen challenges people face as opposed to the “tip of the iceberg” situations that people might be more aware of.

Explore what exclusion looks and feels like

Equally Yours Game Play, encourages and inspires people to share more of themselves and not give the ideal politically correct answers.

Build confidence on the use of appropriate language / terminology around Race

The Equally Yours Legacy Edition board game will build confidence on how to communicate what is the correct terminology. This is a topic that is raised in game play. The use of personal stories and testimonials in learners answering the questions will enable other learners to adopt inclusive language.

Through the game play learners will hear each other share their truths and will build confidence to raise thoughts, issues and concerns that they might not have been able to do otherwise. Learners from this will begin to share suggestions and solutions as to how they can adopt and include anti-racist language and behaviour.

Develop understanding of Allyship and the role of the bystander, empowering colleagues to initiate frank conversations with managers, direct reports and peers about race and equipping them with the tools and confidence to safely challenge racist or discriminatory behaviours

For the power of storytelling, we use examples of what good allyships looks like, with some practical tips on how to build this further into the organisation.

This is where the focus group will support the plans, as it might be here that we develop a bespoke Allyship Policy together.

Signpost to further resources, igniting curiosity and commitment for ongoing learning

We give a recommended reading list and point people to articles where learners can delve in even more.

We have vast experience. In 2020 we received an increase in training enquiries and since then we have been delivering an outstanding service to those who we have trained. We use Survey Monkey to capture the feedback, which is outstanding. Using Survey Monkey has allowed us to capture the feedback which we use in our marketing.

See what others are saying about our training

"Loved the game, good tool to scaffold discussions"

"Thank you so much, I could have continued another 4 hours. Life has taught me a lot, but your team have put so much into my head as a positive to work on and reflect? Do not think I will sleep tonight with so much to work on in my head. Brilliant!!"

"Superb delivery. Brilliantly planned. Thought provoking and most importantly, challenging!! The best training, I have had"

"Really impressed, well delivered, friendly and board game is excellent, a great way to get people talking. It seems like you've adapted well to delivering the training online. Thank you, will recommend"

"I thought the training was extremely well-thought through and took me to discuss things which I have both thought about a lot but never had the chance to talk about with work colleagues, as well as issues which I've not necessarily given so much consideration. I thought the board game was such a strong way to bring up issues. Overall, just fabulous"

“The questions were very good at igniting discussion, and for facilitating a safe space where people can address their own prejudices and share their own experiences”

Quote from John Crabtree CBE after delivering this training to Board of Trustee at Birmingham 2022 Commonwealth Games

“Phenomenal, Brilliant”

See here via LinkedIn:

https://www.linkedin.com/posts/corporate-diversity-and-inclusivity-training-programs_200daystogo-b2022-throwback-activity-6886550223351492608-pszi?utm_source=share&utm_medium=member_android

“The Board of the Organising Committee for Birmingham 2022 selected (Nathan) for a session on diversity training, having considered other providers for this work. His game-based delivery was warmly welcomed and received. An experienced group of Directors all found something of interest, something to reflect on and learn and the game-based approach ensured enjoyable, but challenging engagement for everyone throughout the session”

John Crabtree CBE

Our Methodology consist of

- Storytelling
- Forum based discussion
- Game based learning map (Board game)
- Reflective learning
- Peer Support
- Music
- Interaction & Fun

Delivery Session – Navigating the Terrain of Race workshop followed by Legacy Edition of Equally Yours board game.

We recommend up to twenty participants in a session, 5 hours for the main training sessions delivered online or face to face.

The group will participate in the workshop to set the scene and then split into teams. Teams travel around the board and progress by responding to questions and scenarios. There are three core sets of questions:

Need to Know – Addresses legislation, policy and procedure and equality data.

What Would You Do – Explores a whole range of scenarios and encourages a healthy debate about day to day issues. The objective is to build greater competence and confidence.

I Dare You – These are more dynamic and edgy, allowing participants to explore issues, which normally are “unspoken” or avoided in the workplace.

Here we prompt discussion in an engaging, fun, and honest environment.

Facilitation

Legacy Edition of Equally Yours™ is an amazing learning tool that transforms the learning experience for diversity and inclusion. It requires great facilitation.

We offer highly skilled and experienced facilitators who have a wealth of knowledge in diversity and inclusion.

They have worked across different industries, nationally and internationally.



When delivering our training we consider leadership levels and who is the room when training is planned. We have found that when senior leaders are together with their teams, those who are not in leadership positions sometimes do not contribute as much. We also collaborate with you to look at the personalities in each group to ensure group dynamics are diverse and that there is a healthy mixture.

Our measurement of success

Our measurement of success is the positive learners feedback, actions taken after the training are acted upon by the organisation we are working with and when we at Legacy Consultants are recommended to deliver more training.

Added value

- Helpline to support any questions you might have while completing the action plan
- Bespoke options to allow you to tailor the needs to suit your outcomes
- Accountability check-in meetings for 9 months after the training, giving you three accountability and review sessions to walk with you on the journey to meet the points on your action plan.
- Join our mailing list for new training offers and potential discounts.

Navigating the Terrain of Race Training

Our Navigating the Terrain of Race connects to the hearts and minds of learners, by taking a deep dive into the topic of race.

Delivery Plan – We will collaborate with your team to develop a delivery plan based on the activities in the flow chart below. The plan will be finalised in the pre-meeting, setting dates for training, focus groups and review meetings.

Investment

- 5 hour training, navigating the terrain of race and equally yours board game
- 1 hour focus group with leaders to create action plan
- 30 minute action plan review meeting
- 3 x 30 minute accountability action plan meetings

Training will cost per person £299.75 x 150

We are offering 10% off the total price to say thank you - total £40,466.

Also, we will take off an additional £467 leaving the grand total £39,999 exclusive of VAT

Two references

Mark Lomas - Former Head of Equality, Diversity, and Inclusion at HS2 now Head of Culture at Lloyds of London

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