

reluctantlybrave.com

WHO CARES WINS.

Introducing Reluctantly Brave

RELUCTANTLY
BRAVE



DLA PIPER



Intergenerational and Regional Culture Change. The challenge.

Multinational law firm with offices in more than 40 countries throughout the Americas, Asia, Europe, Africa, and the Middle East.

- > How to establish a baseline understanding of the millennial friendliness of US firm culture alongside Europe.
- > How to scope out the full range of opportunity areas for research, inclusion, and improvement in recruitment and regional communication.



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Intergenerational and Regional Culture Change. The solution.



- > A 9 month culture scan and report involving internal and external research, and analysis resulting in building an inclusive leadership culture.
- > Analysis of cultural and sector change contextualised within different global regions.
- > A final report including suggestions for change and delivery.

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Intergenerational and regional culture change. Impact and outputs.

- > Soft-skills training: managing difference and inclusive leadership;
- > Bringing D&I into focus: clarity on public targets and regular D&I reporting;
- > Improving flexibility and developing millennial working practices.
- > Assigning executive coaches to help manage associate transitions;
- > Instituting leadership teaming sessions to develop further innovative thinking and practices;
- > Creating a special COO investment fund for employee leader networks to pitch ideas;
- > Creating a Top Talent list, providing clear steps for tracking and development;
- > A 60 page report including insights from global teams, graduates, backroom staff, COO and CEO.

RB METHOD

We help you create holistic,
sustainable culture change.

**Be brave. Be authentic.
Improve your business
performance.**



- > **Explore:** you have to find your zones of genius before working out the route – Immerse, Imagine, Interact.
- > **Guide:** we take the vision from the exploration stage and show you how to achieve it.
- > **Shape:** Culture change so often requires careful long-term nurturing. We don't just deliver your initial program, we're with you all the way.



WHY RELUCTANTLY BRAVE?

Who Cares Wins.

We harness the dynamics of difference. In a world that's ever-growing in complexity, we ensure you bring the best out of a diversity of viewpoints to create simple, holistic and sustainable business solutions.

