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Empowering teams, unleashing potential



At Enable Works, we help organisations create **dynamic, forward-thinking** environments where people want to work

Welcome to Enable Works. Established over 30 years ago, we are the **leading experts** in Diversity, Equity and Inclusion (DEI), specialising in disability and health.

Partnering with over 2,000 employers every year, from across a range of sectors and industries, our **experience** and **impact** is unrivalled.

We offer an **expert advisory service**, tailored to the needs of your business, as well as a wide range of **trainings** that can be adapted to suit your goals.

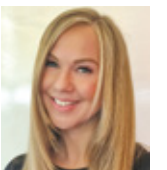
As your DEI partner, we will equip your workforce with the knowledge, skills and tools necessary to build an inclusive culture that attracts and retains top talent and creates an **environment where people can thrive**.

Join other forward-thinking organisations and partner with Enable Works to **make your DEI ambitions a reality**.

Many thanks,

Briony Williamson

*Head of Diversity, Equity and Inclusion
Enable Works*



“

Inclusion and fairness in the workplace...is not simply the right thing to do;
it's the smart thing to do.

.....
Alexis Herman, Coca-Cola

”



The workplace is changing

50% *reduction in employee turnover amongst organisations embracing DEI*
Harvard Business Review, 2019

Employees are showing, now more than ever, just how important organisational **values** are to them, and consider aligned values second only to salary when making decisions about where to work.

75% *under 30s wouldn't even apply if employer didn't demonstrate DEI commitment*
Forbes, 2023

Employees are expecting more from their employer and are looking for a **sense of belonging**. People want to bring their whole selves to work and not only be **accepted**, but be **valued** for their contributions.

Employees who don't feel valued by their employer will ultimately seek that sense of belonging elsewhere and will leave the organisation.



At Enable Works, we empower organisations to create inclusive workplaces and experience the benefits of a diverse workforce

Forward-thinking organisations understand the business benefits of diversity, equity, and inclusion.

They have the advantage of a broader range of **perspectives**, an ability to recruit from a wider **talent pool**, improved business **innovation** and **creativity**, and more **motivated** and **engaged** teams.

They also **understand their customers** better and experience an **improved company profile** amongst customers and potential employees.

75% *improvement in employee creativity and motivation*
Forbes, 2023

19% *higher revenue among organisations that embrace DEI*
Harvard Business Review, 2023

“Diverse companies demonstrate greater innovation, show higher employee engagement and make more money.”
Forbes, 2023



Advisory Service

Every organisation is different. We'll get to know you and together we'll identify the unique solutions that are right for your business.

Working closely with your team, we can help you develop a clear DEI strategy and establish disability-inclusive policies and practices.

We can provide guidance on the data that is important, and how best to use and understand it to monitor your impact and track progress.

Our team can provide coaching support on inclusive recruitment to help ensure you are attracting the best talent. We can also help you plan how best to support and develop your employees, ensuring you create the right environment and opportunities for your people to excel.

We will equip your workforce with the knowledge and tools to create an inclusive workplace where everyone feels valued and empowered.

Advisory Service Success



“Enable Works has reviewed our recruitment process, our policies, our practices and our approaches. This has led to an in-depth action plan which sets out areas in which we can improve as we try to learn best practice in this area.”

Neil Archibald
Head of Strategic Workforce Planning
ScotRail



“The support we received from Enable Works was fantastic. They reviewed and critiqued the documents for our recruitment round and sent back suggestions on how we could make the process more inclusive.”

Caroline Crocker
People Development Manager
Public Health Scotland

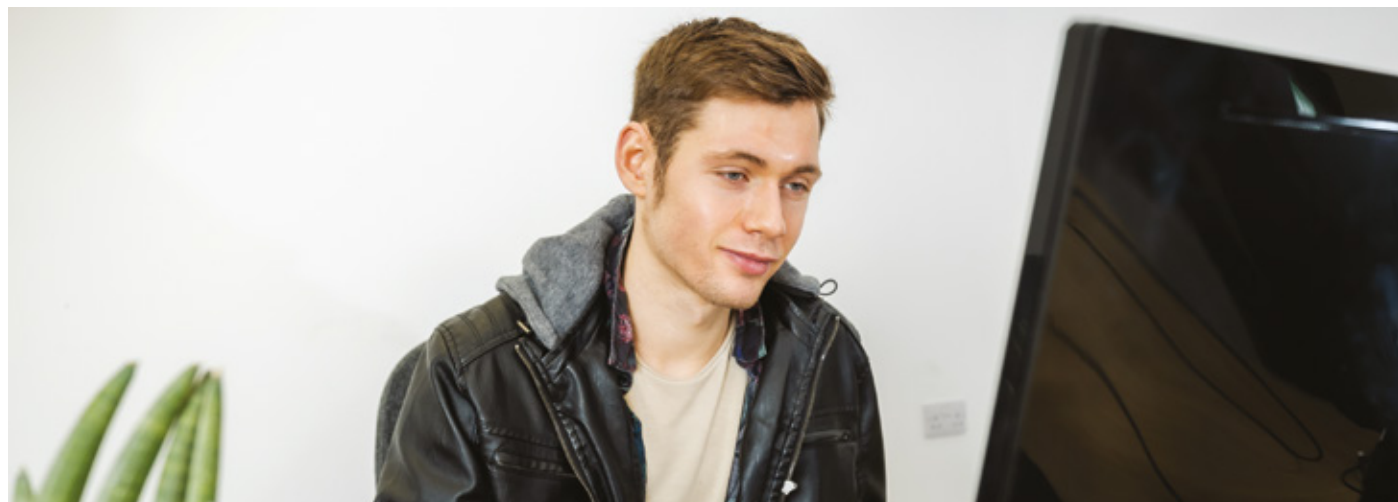


“Diversity and Inclusion has the potential to be quite scary for people. Through our sessions with Enable Works, they've shown us that it's okay to feel uncomfortable - if you're not uncomfortable then you're probably not talking about the right things. It's been a really great way for us to open up about where we want to get to as a business.”

Brian Kinsman
Master Blender
William Grant & Sons



Scan the QR code to view testimonials from our clients



Training

We provide **interactive training solutions and workshops**, which can be delivered **virtually or in person**.

From raising awareness of unconscious bias, to promoting inclusive language and behaviour, our training sessions both **engage and empower** teams. We provide real-life examples and equip your people with **practical skills** they can take away and apply.

We have a wide range of trainings available, and can develop **bespoke training** workshops tailored to your unique business needs. We can also create **digital solutions**.

Talk to us about what you'd like. We want to work with you to make sure our expertise creates **the best solution** for your organisation to succeed, and are **open to all conversations** about how we can make that happen.



Scan the **QR code** to view our training brochure

Training Success



“After Covid-19, it became really clear to us that our partners wanted to focus on inclusion and, in particular, areas around disability inclusion. We worked very closely with Enable Works to make sure that we put in place bespoke training that really answered the questions that our partners and our internal staff were looking for.”

Katie Oman
Partnership Manager
sportscotland



Scan the **QR code** to view testimonials from our clients



“Working with Enable has really raised our awareness in terms of our education across our entire population, and around some of the attributes that different abled people bring to our way of working here at Diageo.”

Claire McKendrick
Head of Scotch Strategy and Programmes
Diageo



“Enable Works offered us training focused on disability and inclusion in the workplace, and supporting and developing employees. The training was fantastic, as the sessions were informal - meaning our staff felt like they could ask questions and weren't afraid to share their own experiences.”

Phillippa MacDonald
Health Promotion Officer
NHS Tayside



By cultivating an **inclusive culture**, you can attract top talent, enhance employee engagement and drive innovation.

Let us help you create a workplace where individuals from all backgrounds feel truly **valued**, **respected** and **empowered** to contribute their best.

“ A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone. ”

Sundar Pichai CEO, Google



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For a conversation about your diversity, equity and inclusion journey contact Enable Works today

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✉ dei@enable.org.uk

