

Why does fostering a culture of belonging matter?



In today's dynamic environment, organizations face a range of challenges that can undermine their mission. From reputational risks and employee litigation to retention struggles and lapses in corporate citizenship, these issues demand more than surface-level solutions.

Many organizations invest billions in the health and wellbeing of tangible assets — machinery, infrastructure, and technology — yet often neglect their most valuable resource: people. At Breakfast Culture, we believe that success begins with unlocking the full potential of your human capital.

Breakfast Culture's proven 5-Step Workplace Culture Assessment provides a comprehensive measurement framework and actionable insights to identify where your organization stands and how to move forward on the Inclusion Continuum, ultimately positioning your company as the employer and supplier of choice.

The Inclusion Continuum

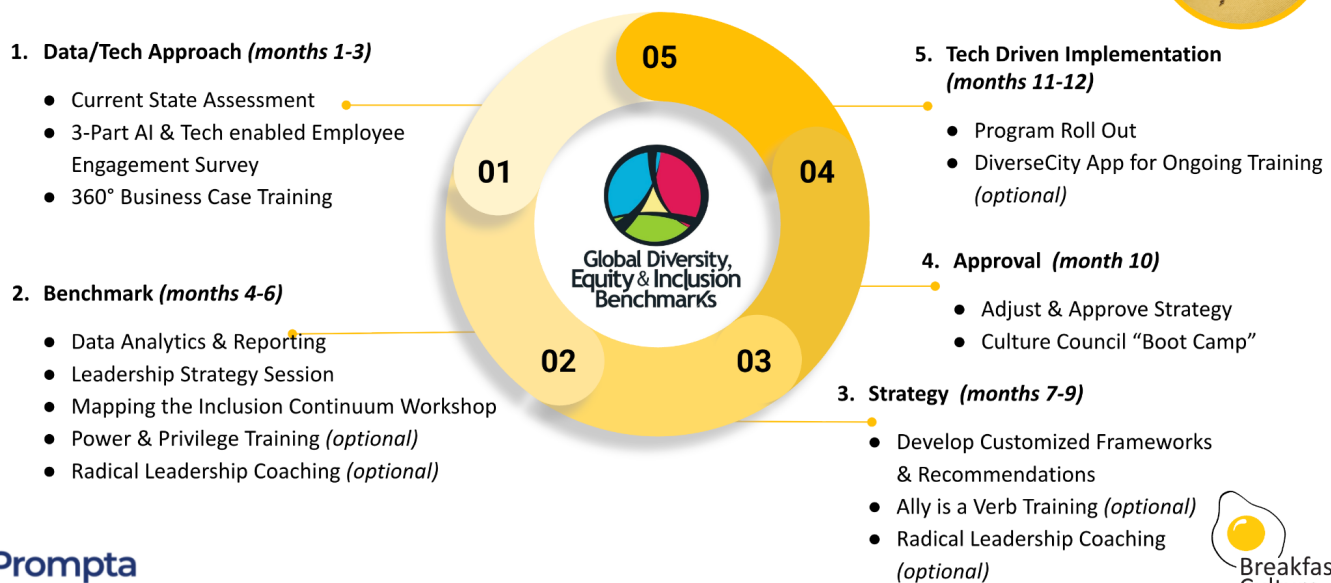
(The Human Equity Advantage: Beyond Diversity to Talent Optimization, Wilson 2013)



Breakfast Culture's Proven 5-Step Workplace Culture Assessment Process:

1. Current State Assessment: Using data-driven tools to evaluate the organization's current culture and practices.
2. Benchmarking: Conducting detailed analysis and reporting based on gathered data.
3. Strategic Recommendations: Developing tailored solutions to address gaps and opportunities.
4. Approval Phase: Refining and finalizing strategies in partnership with stakeholders.
5. Tech-Driven Implementation: Rolling out programs with the guiding mantra: *"It's not about what we do, but how we do it."*

Breakfast Culture's 5-Step Workplace Culture Assessment Process



What's Included in Breakfast Culture's Workplace Culture Assessment?

- Strategic Change Management
- Equity Business Case Development
- 3-Part Employee Engagement Surveys
- Group Training: *Building the Business Case* — Develop a compelling argument for embedding values-driven thinking, concepts, and strategies into your organization.
- Workshop: *Mapping the Inclusion Continuum* — Explores the business case and return on investment for fostering workplace authenticity and cultural growth.



Augmenting Your Assessment

Many clients choose to enhance their assessments with additional services, including:

- Inclusive Leadership Counselling: Radical Leadership Coaching & Group Training
- Bravery Talks & Motivational Keynotes
- Purpose-Driven Marketing for Corporate Social Advocacy
- #SafeSpace Discussion Facilitation, and more

Benchmark & Measure Your Workplace Culture Initiatives or KPIs

One of the most common questions we receive from clients is how to measure the success of their human capital and culture initiatives. Whether they have existing in-house strategies or are collaborating with other consultants for training and coaching, Breakfast Culture provides a streamlined version of our proven five-step process.

In this truncated approach, we focus on the first two , delivering clients both qualitative insights and quantitative data about their workplace culture. As an objective third party, we bring fresh perspectives, ensuring unbiased analysis. Additionally, our process guarantees employee anonymity, fostering higher levels of honesty and participation in the feedback process.

By leveraging our expertise, organizations gain a clear and accurate understanding of their culture, empowering them to make informed decisions and drive meaningful improvements.

Beyond Metrics: Unlocking Human Potential

At Breakfast Culture, we guide organizations beyond compliance and standard business cases toward true human equity — where individual differences are celebrated, and full human potential is unlocked. Our approach leverages proprietary Employee Engagement Software, powered by Prompta AI®, to provide unparalleled insights into organizational inclusion through Machine Learning, Artificial Intelligence, Sentiment Analysis, Topic Modelling, and Natural Language Processing.

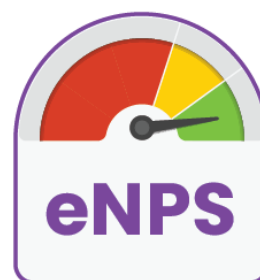
Workplace Culture Assessments



Our technology is complemented by a standardized industry metric — the Global Diversity Equity Inclusion Benchmarks (GDEIB) Model, utilized with permission from The Centre for Global Inclusion.

The GDEIB is the first human capital industry standard and was written by 112 Expert Panellists, to help organizations determine strategy and measure progress in managing diversity, fostering inclusion, advocating for equity, all with the goal of unlocking human potential. We are working on incorporating other industry metrics such as ISO 30415, Employee Net Promoter Scores, and more.

By focusing on “better people listening,” Breakfast Culture ensures that your organization doesn’t just measure inclusion but actively cultivates it—delivering lasting impact for your employees, stakeholders, and bottom line.



eNPS= %promoters- %detractors



