

# Inclusive Employee Experience Training

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# Our Offering

We offer training to help organisations gain a comprehensive understanding of the inclusive employee experience. Our training options consist of a half-day masterclass or 1.5-day training, tailored for teams supporting employees and leaders in various workplace roles such as HR, IT, Facilities, Payroll, Internal Communications, and Organisational Psychologists.

**During the training sessions, participants will acquire a deep understanding of the inclusive employee experience and develop the essential skills to effectively create, maintain, and manage it.**

**The training covers the following key areas:**

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## Understanding the Concept of an Inclusive Employee Experience

- ✓ Clarifying the meaning and importance of an inclusive employee experience.
  - ✓ Recognising the impact of an inclusive employee experience on engagement, productivity, and overall organisational success.
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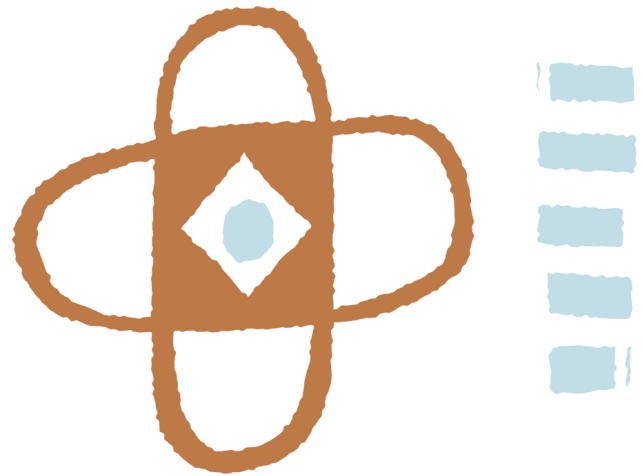
## Strategies for Creating an Inclusive Employee Experience

- ✓ Learning strategies to identify and address the diverse needs of employees throughout their journey.
- ✓ Recognising and addressing unconscious biases and barriers to inclusivity.
- ✓ Exploring the roles and responsibilities of HR, IT, Facilities, internal communications, line managers, team members, and leaders in creating an inclusive employee experience.
- ✓ Learning how to continuously assess and evaluate the employee experience so as to identify areas for improvement.
- ✓ Exploring how to have inclusive interactions that nurture a culture of respect, psychological safety and inclusion.

**By participating in our training, organisations and their teams will be equipped with the knowledge and skills to foster an inclusive employee experience, promote diversity, equity and inclusion, and create a supportive and engaging workplace for all employees.**

# Customisation

We customise the training to fit the client's needs. To ensure effective customisation, we conduct interviews with selected delegates and other stakeholders. These interviews will provide valuable insights that will guide the customisation process.



When I was newly appointed as CEO, my task was to create a strategy for an inclusive and people-centric culture. The challenge was I didn't know where to start. 54TwentyFour gave me a focused and personalised employee experience framework and I was surprised at how my level of consciousness and awareness was raised through a fun, fluid and interactive session.

**DANI MORLEY**  
CEO | DIGITAL OPTIMIZATION

"54TwentyFour caught my attention when I was at an HR forum and I heard Julia talking about Employee Experience Design. At that time I was exploring ways to improve our onboarding experience and everything Julia mentioned resonated with the work I was doing. I was not sure how the partnership would work but met with 54TwentyFour regardless and we started working on this project together. 54TwentyFour was efficient, professional, delivered on scope, on time and I enjoyed the collaboration."

**MARRISSA WILD**  
HEAD OF LEARNING AND DEVELOPMENT, AND  
CHANGE MANAGEMENT | OGILVY SA

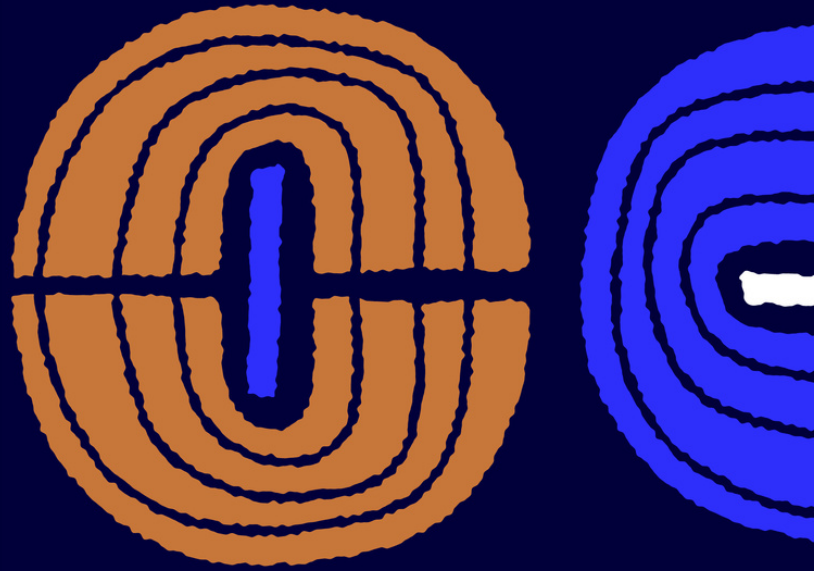


# About Us

**54TwentyFour is a diversity, equity and inclusion consultancy, specialising in inclusive employee experience design and leadership development.**

The employee experience is the journey that an employee has in an organisation. It starts with the initial impression a potential employee forms about the organisation and extends to the recruitment and onboarding experience.

It includes the day-to-day work environment, relationships with colleagues and leaders, work-life balance, career development opportunities, as well as how personal and professional transitions are handled, and ultimately the employee's departure from the organisation.



It directly impacts employee engagement, productivity, retention, and advocacy, driving organisational performance.

**Our mission is to support organisations in creating inclusive environments that unlock the full potential of their diverse workforce.**

## Some of our previous and current clients:



# Our Story



“5424 (54TwentyFour) is the street number of my childhood home in Orlando East, Soweto. Growing up in a low-income community, I witnessed first-hand the challenges of unemployability, teenage pregnancy, alcoholism, and other social issues that persist in South Africa. Today, I find myself in a better place, partly due to the transformative social changes that unfolded during the 90s.

Growing up in the 90s, I witnessed a remarkable period in South Africa marked by our first democratic election, which saw Nelson Mandela become the nation's first black president, and the acceptance of our constitution. These milestones instilled in me a profound sense of hope for equity and inclusion.

I founded 54TwentyFour when I realized that, despite changes in laws and an increased intolerance for discrimination, there remained an ongoing need to create inclusive workplaces that embrace diversity and enable social progress.”

**JULIA MAKHUBELA**





# Thank you.

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LEVEL 1 B-BBEE CONTRIBUTOR

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INFO@54TWENTYFOUR.CO.ZA  
+27 11 086 1083  
54TWENTYFOUR.CO.ZA

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