



*Leveraging The Value of People*  
for  
**A MOSAIC WORKFORCE**

The book, *Consequences: Diverse to Mosaic Britain* by Susan Popoola advocates the need to go beyond the Diversity argument to inclusive workplaces that take account of differences whilst at the same time integrating to realise the optimal value that all employees have to offer and thus creating a Mosaic Workforce.

**The Mosaic Model**

- The Mosaic Model is not about Diversity strands. At one level they are too simplistic – at another if you really break diversity down it becomes too complex.
- Rather the Mosaic model views organisations as systems with values and the critical element of it's people
- Most people want to fit in and be accepted - Diversity typically highlights differences; the mosaic model starts of with shared values
- People often get frustrated by being told how to behave in relation to people that are different – the mosaic model highlights similarities where people were previously focused on differences
- The Mosaic model aims to recognise the Value that people bring to a system, enabling them to work effectively within the organisational system for optimal results.
- Whilst recognising differences the Mosaic model focuses on commonalties and looks to identify the bottlenecks, blindspots and distortions.

**The programme includes a review:**

- Meetings with Senior Leadership to understand their perspective on the organisation
- Conducting a survey with staff to understand their take on the organisation system and how it aligns with their values and interests – how they engage
- Interviewing a cross section of staff members
- Review of relevant Organisation and HR Data
- Development and implementation plans for the organization and individuals to enable the clear understanding of organisational values aligned to the organisation system and individuals leading to engaged employees working at an optimal level and serving as Brand Ambassadors for the organization.

**Credentials:**

Conning Towers is led by Susan Popoola who has in addition to CIPD membership, has a Masters in HR Strategy and Change and is a Fellow of the Royal Society of Arts. She has established a successful career working on numerous Private, Public & Voluntary sector Human Resources and Community related projects over the past 15 years. She is also the published author of two books.

**Get in Touch**

Email Susan Popoola: [Susan.Popoola@ConningTowers.org](mailto:Susan.Popoola@ConningTowers.org) or call on 07957 743022

Values: Honesty & Pragmatism \* Professionalism with Integrity \* Effective Communication \* Valuing Diversity & Individuality \* Meaningful Work & Relationships \* Creativity and Innovation \* Lifelong Learning & Development