



LEARN INTENT

PURPOSEFUL ACTIONS FOR TRUE ALLYSHIP

CREATING INCLUSIVE WORKSPACES

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TEL 0208 798 3239

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here](#)

Empowering Organisations for True Inclusion



Our core aim is to create a more inclusive UK workforce: We work with organisations to partner with us in this mission. Our partners recognise that in valuing the impact of inclusivity, and supporting a diverse workforce, their staff can feel valued and included.

The return on investment in employee engagement, increased productivity and morale can be measured with tailored metrics that go beyond traditional sickness absence, safety and injury, staff satisfaction and belief in values statistics



About Learn Intent

Intent can be different to **Impact**

This is a philosophy we at Learn Intent focus our work on. Intent is the goal or purpose behind our actions and the impact is the way these are received by those we interact with.

If we are not purposeful with our allyship to those from other cultures, some of which are from diverse communities, we are likely to run afoul of the intent of our actions being different to its impact.

For many, the phrase 'where are you really from?' can be an innocent question borne of simple curiosity. For others it translates to a feeling of not belonging, not being accepted or at times racism.

Helping organisations to understand these and many other nuances is a key part of our work.

Learn Intent is committed to helping organisations **build allyship** among all its staff by teaching **purposeful actions** to **achieve true inclusion**.

The negative cost of a non inclusive workplace could surface in your staff retention, employee experience and organisational reputation.

[Click here
to find out
more](#)

Group Workshops

Our workshops and guidance help staff to understand and address unconscious bias, microaggressions, and systemic barriers. Our interactive, engaging sessions provide a platform for positive change and allyship

Team Training

Equip your workforce with the tools to recognise and combat discrimination, fostering a culture of support and understanding. By building psychological safety, our training moves beyond the off the shelf training and will leave your teams with the tools to move forward.

Leadership Development

Our leadership and career progression programmes include specifically designed tools to empower the leaders of employee staff networks and marginalised groups by providing them with the tools needed to find their leadership voice. We work to develop the skills of aspiring managers to leverage their lived experience to break glass ceilings in their career or industry.

Why we are different

We create and design everything ourselves, tools, resources, e-learning packages and innovative, training experiences

We use design thinking and our 20 plus years experience in working in the public sector, to create learning that work by giving practical and tangible actions for change.

Our training is solution based and works across diverse, multi disciplinary teams

We mix diversity and inclusion into our creation process; it is not an afterthought

The most reluctant teams work with us, as we promote an atmosphere of learning and inclusion

We offer **We design You deliver** options for non facilitators

We share a set of
tools that will give
you a unique
advantage



Recent Courses

- Delivering on the NHS PEOPLE PROMISE
- Changing the culture of teams
- Professional behaviours in the workplace
- Bias, Microaggression and Privilege
- Managing disciplinaries
- Leadership
- Embedding diversity and inclusion
- Performance Support for managing under performance
- Delivering compassionate conversations
- Change management in practice
- Career development
- Values based management
- Team coaching

Collecting knowledge is not enough to change a workspace



Are you ready to create a workplace where everyone thrives?

Learn Intent empowers organisations to build a truly inclusive environment where every employee feels valued, respected, and empowered.

We offer tailored solutions to help you:

- **Develop an inclusive culture:** Our workshops and guidance help you understand and address unconscious bias, microaggressions, and systemic barriers.
- **Build strong allyship:** Equip your workforce with the tools to recognise and combat discrimination, fostering a culture of support and understanding.
- **Boost cultural competence:** We provide training that helps employees navigate diverse perspectives and effectively communicate across differences.
- **Reduce bullying and harassment:** Create a safe and respectful workplace where everyone feels comfortable speaking up and reporting issues.
- **Promote leadership and career progression:** We offer programs specifically designed to empower marginalised groups and provide them with the tools and opportunities to succeed



Key Fact

You are more likely to be called
John than be a **female CEO**, in the
UK

Lets fix that!

Example Tools

5 High-Performing Team Culture Change Action Tools for managers

Action Description:

Create Psychological Safety | Embed inclusion principles: make it safe for people to speak up, challenge, and fail forward.

Introduce Culture Check-Ins | Hold short monthly reflections on “how we’re doing” with team conditions in mind.

Build Belonging Boards | A visual board or space to share stories, names, identities, and cultural strengths.

Share Leadership Moments | Rotate leadership of meetings, huddles, or quality projects to empower all voices.

Deliver Reverse Mentoring | Invite junior staff to mentor senior leaders on inclusion and lived experience.



Example tools

Staff-Led Coaching

Arrow Conversation Starter Prompts

For staff to manage meaningful conversations with their manager

Career Development (6 prompts)

1. I'd like to talk about the next steps in my career—can we explore that together?
2. I'm interested in a different role or responsibility—can we discuss how I might prepare?
3. Can we talk about training or development opportunities that would help me grow?
4. I've noticed a gap in my skills—could we plan some learning to build confidence?
5. I'm thinking about a longer-term career move—can we map out some options?
6. Can we talk about how my current work contributes to my future career goals?





Contact us

Talk to us today, we can discuss your needs and offer different learning solutions. Prices available on request. Our prices will depend on the type of intervention you are looking to deliver.

Discounts are available for multiple session bookings.

To submit an inquiry, email office@learnintent.co.uk and discuss your needs. Website: LearnIntent.co.uk

[Call us to find out more 0208 798 3239](tel:02087983239)

“Ask us about our new performance management system designed for staff within the public sector who are struggling to manage shrinking resources and overwhelmed staff”



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