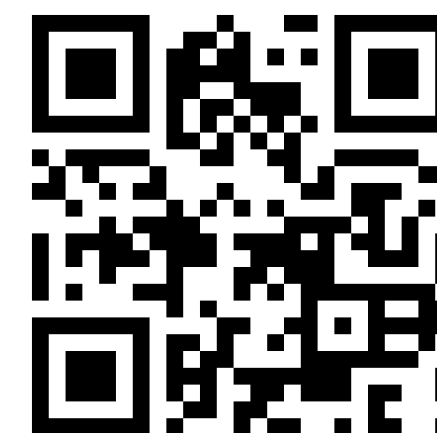




THEORY OF CHANGE: EVOLVE



BARDO NEURO-INCLUSIVE MATURITY MODEL | SCAN THE QR CODE FOR MORE INFORMATION

1 THE PROBLEM

Negative bias persists even with EDI policies, training, and events, because it's our brain's biology - habits and threat responses drive daily decisions.

BARDO NIMM uses neuroscience to turn awareness into lasting behaviour change, embedding inclusion into your organisation's DNA.

2 INPUTS

30 + years of expertise in EDI, plus 4 years blending with psychology, neuroscience, and behavioural science.

Tools: coaching, workshops, online modules, playbooks, scripts, immersion events.

Neuro-Inclusive Maturity Model (NIMM):

1. **Delta:** Awareness & self-reflection
2. **Alpha:** Application & behavioural nudges
3. **Gamma:** Integration & culture embedding

Supported by an online community of practice with NIMM coaches.

3 ACTIVITIES

- **Online core programme (NIMM):** Guided pathway from Delta (awareness) → Alpha (application) → Gamma (embedding inclusion).
- **Unique pathways:** Evolve to Lead, Fixed to Flourish, Build to Belong.
- **Behavioural nudges:** Recruitment, promotion, and team processes redesigned to form new habits.
- **Neuroscience-informed workshops:** Explore how the brain's biology drives bias, threat perception, and inclusion.
- **Behavioural Patterns:** Understanding of the patterns our brains' biology creates and the archetypes these display, and how to manage them in ourselves and others.
- **Immersive events:** Escape room challenges, murder mysteries and dinner with strangers switch the brain's biology on to inclusion.
- **Leadership coaching & modelling:** Coaching and tools for leaders to demonstrate inclusive behaviour, shaping organisational norms.
- **Individual reflection tools:** Temperature checklists, micro-exercises, and playbooks.
- **Evaluation & feedback:** Pre/post metrics, culture surveys, and behavioural data.
- **Community of Practice:** Online group of peers who are working through the NIMM and other tools, supported by BARDO Coaches.

4 OUTPUTS

- **Staff progress through Delta → Alpha → Gamma,** building inclusive mindsets and practical skills.
- **Leaders consistently model inclusion,** reinforcing organisational norms.
- **Organisations embed nudges and structural tools** to reduce bias.
- **Metrics and evaluation** track progress in real time.

5 OUTCOMES

Short-term (0–6 months):

- Increased awareness of bias and exclusion drivers as biology
- Individuals use micro-behavioural nudges and are rewarded
- Early culture shifts and improved psychological safety

Medium-term (6–18 months):

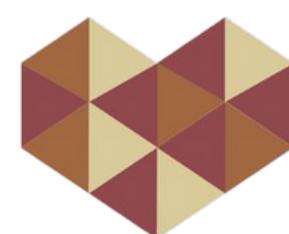
- Behavioural change across teams: more equitable recruitment, promotion, and recognition starts to be experienced
- Organisation-wide adoption of inclusive routines and habits
- Measurable improvements in equity and engagement

Long-term (18+ months):

- Inclusion embedded in organisational DNA
- Diverse talent retention, innovation, and cognitive diversity flourish
- Sustained systemic change and high-performing, equitable workplaces

6 IMPACT

- Organisations fully **integrate** neuroscience and inclusion.
- **Employees embed inclusive mindsets** in daily habits, reinforced by nudges.
- Leaders and staff make **fair, evidence-informed decisions**, creating organisational and societal impact.



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