



PURPOSE, INCLUSION & IMPACT

Equity, Diversity, Inclusion & Belonging

Strategy that moves organisations
from intention to impact.

Mantra Strategy partners with leaders to design and embed credible, human-centred EDIB strategies that strengthen culture, leadership and performance.



Strategy without culture change doesn't deliver impact.



Inclusion is about leadership and performance, not a compliance issue.

Across sectors, organisations are recognising that inclusive cultures drive better outcomes.

Yet progress remains slow.

- Only 9% of Fortune 500 CEOs are women.
- People with disabilities have significantly lower employment rates than those without.
- Diverse talent continues to face structural barriers in hiring and advancement.

For organisations serious about performance, reputation and long-term impact, EDIB must move beyond policy into strategy.

Why Mantra

Strategy. Leadership. Culture.

Many EDIB initiatives fail because they focus on training rather than transformation. Mantra works differently.

WE COMBINE:

- Strategic advisory
- Leadership development
- Organisational culture change
- Evidence-based inclusion practice

This allows organisations to move from compliance to leadership in inclusion. Mantra Strategy is Ireland's Impact Creation Consultancy, supporting organisations across Ireland, Europe and the US. Our EDIB clients include organisations such as Comcast, eir, PJ Hegarty, Ecocem, Motability Foundation UK and Walls Construction.



Our Approach

A clear pathway to inclusive excellence

Many organisations are somewhere along the EDIB journey, from early awareness to embedded best practice. Mantra helps organisations move forward with clarity and confidence.

OUR APPROACH

DREAM

Discover & Review

Understand your organisation's current position across culture, leadership and systems.

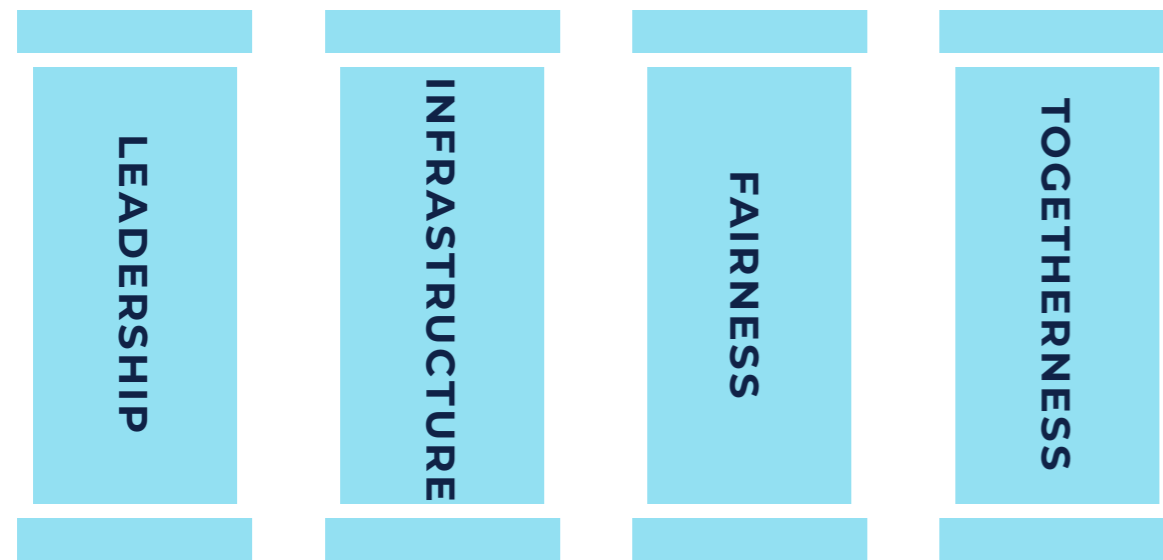
Envision

Develop a clear, credible EDIB strategy aligned with business goals.

Align & Map

Support leaders to translate strategy into behaviours, systems and accountability.

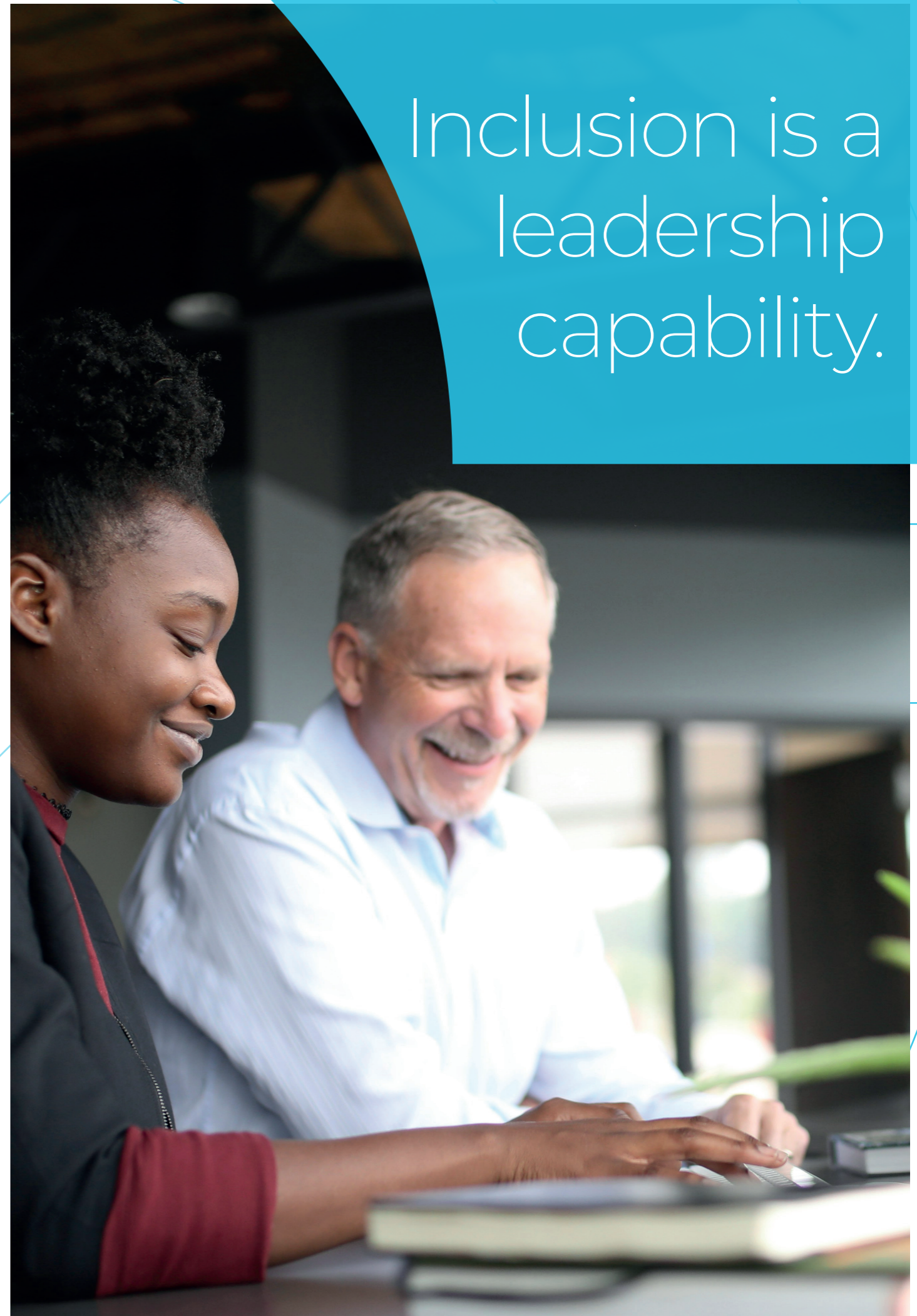
**OUR LIFT FRAMEWORK FOCUSES
ON FOUR PILLARS:**



Together these ensure inclusion becomes part of how the organisation operates, not just what it says.



Inclusion is a leadership capability.



What We Do

Practical support for meaningful change

We work with organisations at every stage of their EDIB journey.

EDIB Strategy Development: End-to-end strategy design including research, benchmarking and roadmap development.

Strategic Advisory: Ongoing advisory for leaders responsible for EDIB, HR and ESG.

Inclusive Leadership Development: Programmes that build emotionally intelligent, inclusive leadership cultures.

Fractional EDIB Leadership: Access senior EDIB expertise without hiring a full-time role.

Thrive Leadership Programme: A leadership community supporting CEOs, senior leaders and EDIB practitioners.

Our Impact

Helping organisations move the dial



Motability Foundation UK: Developed a comprehensive DEIB strategy following an organisation-wide review of over 200 policies and processes, delivering a three-year roadmap for equitable grantmaking.



PJ Hegarty Construction: Supported the development of a strategic EDIB roadmap and accreditation journey, helping the company achieve Gold status with the Irish Centre for Diversity.



Comcast: Designed and delivered leadership programmes focused on emotional culture and inclusive leadership. Senior leadership described the programme as “game changing.”

Why We Are Different

Strategic change partners. More than DEI Consultants.

Mantra sits at the intersection of strategy, leadership and social impact.

WE BRING:

- Deep strategic expertise
- Proven leadership development methodologies
- Experience across corporate and social sectors
- Trauma-informed and psychologically safe practice

Our work is rigorous, human-centred and impact focused. We don't deliver tick-box programmes. We help organisations build cultures where people and performance thrive.



The organisations
that thrive
tomorrow are
building inclusive
leadership today.

Let's build organisations that thrive

WHETHER YOU ARE:

- Developing your first EDIB strategy
- Strengthening leadership capability
- Embedding inclusion across culture and systems

Mantra can help.

PRICING STRUCTURE

Mantra Strategy offers a range of strategy and advisory packages from €475 per month to €4,950 per month based on your company's needs. Reach out for a confidential quote.



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www.mantrastrategy.ie