

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.



Inclusion is a driver of performance and a competitive advantage

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

Yet progress remains slow.

- Around one in four adults in the EU report experiencing discrimination each year, with the highest rates reported by LGBTI people, people with disabilities and racialised communities. *OECD (2025), Combatting Discrimination in the European Union*
- Women hold just 11% of Fortune 500 CEO positions, highlighting the continued leadership gap. *Fortune 500 (2025)*
- People with disabilities in the EU face a 24 percentage point employment gap compared with people without disabilities. *Eurostat (2025)*
- Nearly 40% of LGBTQ+ employees still hide their identity at work, limiting inclusion and belonging. *Stonewall (2025)*

For organisations serious about performance, reputation and long-term impact, EDIB strategy goes far beyond basic policies into integrated strategy for impact.

“Strategy without culture change doesn’t deliver impact.”

Why Mantra

Strategy. Leadership. Culture.

Many EDIB initiatives fail because they focus on training or policies alone, 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 to find their competitive advantage, and embed inclusive practices.

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.



Lisa-Nicole with Mamobo, Founder of Gorm, Mantra partner for cultural competency training and strategy.

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 and Senior Leadership Teams.

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.



// The organisations that thrive tomorrow are building inclusive leadership today. //

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

Impact creation and strategic change partners that do EDIB Consultancy and Training.

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
- Lived experience of Neurodiversity at work.

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.

“Inclusion is a vital leadership capability.”

Let's build organisations where everyone can thrive

WHETHER YOU ARE:

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

Mantra can help.

GET IN TOUCH.

Contact us at hello@mantrastrategy.ie



PURPOSE, INCLUSION & IMPACT

www.mantrastrategy.ie