

Part of 'More Together Week', this Do Something Different to Get Something Different programme was designed to help Cisco employees to develop more inclusive work practices.



## The Programme

Designed with our partner and the Cisco EMEAR L&D team, this programme was aimed at building a more inclusive culture to help people feel welcome, respected, valued and heard.



## The Launch

The programme was launched with a webinar from our own Professor Karen Pine with VP EMEAR Marketing, Jeremy Bevan, and was offered simultaneously to all employees across the Cisco EMEAR region.



## Who Took Part

The programme was joined by 1,264 people in 44 countries throughout Europe, Middle East, Africa and Russia.



## Results Achieved

- 13.3%** Uplift in being engaged with people from different cultures
- 6.3%** Feeling more valued / appreciated
- 6.3%** Uplift in proactively choosing to work with people from other functions



## What They Said

"Do Something Different has changed a lot of my habits and introduced real change to the person I am at work and at home. I would highly recommend it."

"The program has helped me grow personally and professionally.  
Thank you."



## Top Rated Do's

No. 1 Appreciate:  
Today recognise someone who's done good work or gone the extra mile, praise them outwardly, email them or share positive news.

No 2. Compliment:  
Today give compliments to three people, including one person you don't usually speak to. Be genuine, be generous.