



CUNDALL CASE STUDY

Cundall is a global, independent, multi-disciplinary consultancy delivering sustainable engineering and design solutions across the built environment. With 1000 consulting engineers over 26 offices they are 100% owned by Partners working in the practice.



At a Glance

Challenges

- Developing knowledge on the subject matter
- Having honest open conversation's amongst leaders about EDI
- Moving from apathy to action
- Taking accountability of their own Leadership shadow

Objectives

- Recognise Diversity & Inclusion as a benefit to Cundall and its sustainability
- Do the right thing and lead the way in the market
- Move from culture fit to culture add thinking
- Take accountability for ED&I at Cundall and cast an inclusive and authentic shadow

Solutions

- Design an Inclusive Leadership Program appropriate for their global reach
- Run online team coaching sessions with Partners on their Inclusive leadership journey underpinned by the book "Promises of Giants" by John Amaechi OBE



"Partnering with a global engineering consultancy at the start of their revived D,E&I journey was critical to ensure that these cohort groups of Partners were ready to engage and take action. Working closely with their Global Head of D, E&I gave us a unique opportunity to align with their future vision as well as facing into their current challenges."

Jude Harvey

D,E&I Consultant | Realise HR

"Partnering with Jude and the team at Realise has helped us on our journey to a more inclusive culture and leadership style. We are delighted with the support and their ability to engage senior colleagues, and challenging mindsets in a safe way."

Lucy May

D,E&I Lead | Cundall

