

*Alight Global  
Belonging Initiative*



*How might we foster a sense of true belonging across all Alight country platforms?*



*They had  
a lot to say!*





*What we  
learned*

# — *Belonging is Personal* —

*“Truly belonging means taking responsibility. When you belong to a family or group it means you take responsibility for what happens in that group, the good things and the challenges and it means that you take responsibility to make it a better place.”*

*“Belonging to me means I am one of them- they are a part of me and I am a part of them.”*

*“Belonging means caring...That I can have some personal thing going on beyond work and someone is willing to understand”*

*“Belonging is when I see all the organization staff, from the junior staff to the top most management being accountable to each other, being good, transparent to each other... as a team.*

*“Belonging to ALIGHT gives us a feeling of being champions among other implementing organizations.”*

# *1) Belonging exists inside Alight*

BELONGING GROWS WHEN WE LIVE  
OUR LIVES TOGETHER

THE ALIGHT VALUES FORM A  
POWERFUL BOND

A BORDERLESS SPIRIT MAKES THE  
WORLD BIGGER

CO-CREATION  
UNLEASHES BELONGING

## *2) Barriers prevent too many from belonging*

BECOMING ALIGHT IS NOT POSSIBLE  
UNLESS WE MAKE IT SAFE TO  
CONFRONT RACISM AND THE OTHER  
DISCRIMINATIONS INSIDE ALIGHT

ALIGHT URGENTLY NEEDS TO ADDRESS  
THE GAP IN FEMALE LEADERSHIP AND  
OPPORTUNITIES

SCARCITY OF OPPORTUNITY IS  
CORROSIVE TO BOTH THE PEOPLE AND  
PROMISE OF ALIGHT

*3) Power works  
both ways,  
unleashing or  
diminishing  
belonging*

CARING AND INCLUSIVE  
LEADERS INSPIRE TEAMS TO  
UNLEASH ABUNDANCE

THE INDUSTRY AND THE  
ORGANIZATION ARE EXTREMELY  
HIERARCHICAL, BUT ALIGHT  
PROMISES MORE

BECOMING IS EXPERIENCED  
UNEQUALLY



4) *Co-creating  
the future will  
spark belonging*

PROGRESS AGAINST THE ODDS  
BUILDS COMMUNITY

INNOVATION UNLEASHES  
OWNERSHIP

# *Next Steps*

- ✓ BE CLEAR ABOUT THE COMMITMENT
- ✓ PROVIDE SECURE SPACES FOR SHARING THE TRUTH
- ✓ CO-CREATE THE PATH FORWARD