

“According to the
World Economic
Forum, gender parity
is **117** years away”

Ernst & Young, 2017




BRAVER
STRONGER
SMARTER

According to us,
“that’s simply
not
good enough”

Mischief Business Engineering, 2017



Inspiration to be better

Braver people, stronger perspectives, smarter practices.



Fake to Fearless...

Nothing impedes achievement and advancement quite like a lack of appreciation of one's own capabilities. And yet, more people than you would know turn up to work each day feeling like a fraud and dreading being called out as a phony.

It's called the impostor phenomenon and it can be debilitating. It impedes advancement and may lead to anxiety, stress and disengagement.

Braver Stronger Smarter is designed to help individuals identify and address feelings about not being good enough; unlocking latent potential and recognising capability.

Implicit Bias

Everyone comes to work with bias. It's an evolutionary mechanism designed to help us deal with decision-making amid complexity.

But when those first thoughts or unconscious behaviour is skewed away from positive outcomes, it becomes a problem; discriminatory, unfair and possibly unlawful practices can follow.

Positive relationships, appropriate behaviours and considered decision-making can be created when awareness turns into lasting action.

Examining workplace language, behaviours, values and attitudes Braver Stronger Smarter brings the implicit to the surface to identify where better practices can be created.

Smarter Practices

More often than not poor workplace processes, practices and policies stifle the better performance of people at work.

Couple this with people who carry a fear of being as good as they are, and bias that prevents people from being as good as they could be, and the workplace becomes unproductive, unhappy and unworkable.

Braver Stronger Smarter enables teams, departments and workplaces to improve structures to be as good as they should be.

The programme interlocks to use evidence from the workplace and its people to enhance current practices or create better ones.

Inspired to be better

Braver Stronger Smarter can be delivered as a bespoke suite of interventions or stand-alone events.

Together they deliver a powerful mechanism to drive change and create more value from your existing diversity and inclusion initiatives.



Braver

People focused workshops unlock latent potential and work to minimise barriers to achievement, advancement and engagement.

People

Stronger

People driven workshops provide evidence-based evaluations to drive change and manage out implicit bias in processes, structures and behaviours.

Perspectives

Better outcomes

Smarter

Leveraging evidence from the workplace and its people, existing processes, procedures, structures, language and behaviours are modified to deliver lasting change for the better.

Practices

BRAVER
STRONGER
SMARTER

The logo consists of a stylized bat icon with wings spread, positioned above the text. The text is arranged in three lines: 'BR'AVER in red, 'STR'ONGER in blue, and 'SM'ARTER in purple. The letters are in a serif font.




BRAVER
STRONGER
SMARTER

“you are braver
than you believe,
and stronger than
you seem, and
smarter than you
think”

A.A. Milne

Dare to be better

Braver Stronger Smarter is borne of the need to achieve more to advance inclusion in workplaces.

It recognises that current practices are failing to deliver lasting and embedded results.

Traditional diversity and inclusion programmes are delivering few effective changes to unlock opportunities for women in particular. Inherent bias is stifling innovation, productivity and satisfaction at work.

Braver Stronger Smarter is based on over forty years of empirical research, current studies and contemporary business practices styled for a global, dynamic environment.

But, this is not training or a simple awareness raising activity.

It is a sophisticated suite of interlocking activities that fit together to provide awareness, deliver personal insight and encourage change for the better.

Bespoke programmes are designed around the context and character of the workplace for better fit and lasting outcomes. They are designed to integrate personal capabilities and workplace processes for better results.

Consultancy provides insight and advice is evidence based.

Using multiple, proven methods, Braver Stronger Smarter delivers workplace specific outcomes and is never generic.

Contact Dr Terri Simpkin to discuss how the programme can create something better with you and your people.



MISCHIEF
business engineering

Mischief Business Engineering (UK and Australia) has been working with businesses, governments, industry associations and education institutions for over a decade.

Mischief designs and delivers bespoke consultancy and workplace programmes that create opportunities for people and organisations to be better.

Dr Terri Simpkin is the founder and principal consultant at Mischief Business Engineering.

She is a forward thinking academic, a trusted advisor and a creative thinker.

About us
Contact us



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DARE TO BE BETTER