



## GlobalLK Fostering Boundless Cultural Harmony



Laraine Kaminsky,  
President and CEO

In recent years, there has been a global revolution in how organizations approach internal social matters, marking a momentous shift. The realization of the incredible worth held by diversity, inclusion, and belonging (DI&B) has dawned upon them. They now confront the issue of devising all-encompassing strategies capable of effectively catering to the unique needs of diverse teams from various demographics.

GlobalLK, a boutique consulting firm, is igniting positive change by crafting holistic strategies for diversity and inclusion and empowering organizations to embrace these values as an integral part of their corporate fabric. With a team of seasoned consultants diverse in culture, language, and age, it has successfully collaborated with organizations across different industries in Canada and 95 other countries.

Whether operating locally or internationally, GlobalLK acknowledges the diverse demographics within organizations and actively navigates internal social issues, shaping the present and fostering respectful and supportive workplaces.

“Our unique contribution is that we listen to the client and have a good understanding of how we can help them get from where they are to where they want or need to be,” says Laraine Kaminsky, President and CEO of GlobalLK.

The firm distinguishes itself through its comprehensive approach that combines customization and expertise to assist organizations in successfully navigating the intricate challenges of personal, team, and organizational transformations. With a wide range of services, like cultural initiatives, strategic planning, public speaking engagements, workshops, human resources analysis, confidential tools for individuals and teams, and focus groups, GlobalLK empowers organizations to seamlessly maneuver through the complex landscape of change.

GlobalLK also offers an innovative solution, the Intercultural Development Inventory (IDI) online tool that guides individuals and teams in assessing and enhancing their cultural sensitivity. Embracing this tool enables leadership teams to acquire valuable insights into their attitudes and behaviors regarding cultural differences. It helps them uncover the subtle ways in which they might unknowingly undermine diversity, leading to micro-inequities and their detrimental effects.


Recognizing that biases can exist both consciously and unconsciously within a person, GlobalLK strives to cultivate a bias-aware environment by fostering awareness among decision-makers. It thoroughly examines an organization’s systems, policies, and procedures, meticulously analyzes specific scenarios, engages in preparatory work, and skillfully addresses biases at various levels. Its comprehensive approach helps organizations create an inclusive and equitable culture that embraces diversity.

Through forging intimate alliances with vital stakeholders like the board of directors, leadership collectives, diversity committees, and HR and talent acquisition divisions, GlobalLK creates an authentic and trust-building journey, regardless of the organization’s size.

Recognizing the significance of trust in this intricate industry, it employs listening circles to foster inclusivity and bridge the gap between words and actions, thereby avoiding dissatisfaction and other unfavorable outcomes.

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GlobalLK caters to a wide array of organizations, including pension plan companies, insurance providers, dairy farmers, the Anglican diocese, and general professional services. It is dedicated to supporting established companies that have a track record of investing in DI&B practices, as well as those that are beginning to recognize the significance of such initiatives. By investing in DI&B practices, businesses cultivate an atmosphere of belonging and psychological security, resulting in increased employee engagement and enhanced overall business success.

Adeptly guiding intricate transitions, GlobalLK forges a trail toward establishing psychologically safe and inclusive workplaces that empower individuals to embrace their authentic identities. 

# GlobalLK



*The annual listing of 10 companies in Canada  
that are at the forefront of tackling  
customer challenges*