

INCLUSIVE LEADERSHIP

AUDIENCE

FL Front-Line Leaders

LL Leaders of Leaders

FORMATS

In-Person (7 hrs)

Virtual (2 hrs. X 3 sessions)

PRICING

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We all have the ability to promote a culture of acceptance and inclusion, and that is something I believe every leader has a responsibility to do. It starts with having a dialogue until we are all comfortable and no longer have the fear of saying the wrong thing.

Inga Beal

CEO, Lloyd's of London

COURSE OVERVIEW

Diversity of markets, customers, ideas, and talent is driving the need for inclusion as a new leadership capability. Our world has changed, and the evolution is continuing, perhaps even accelerating. So as our society, our culture, our customers and our employee expectations are evolving –has your organization's leadership model evolved along with them?

From a business and employment perspective, the goal is an open, inclusive, and flexible culture, combined with a wide array of growth opportunities for everyone. But achieving that goal is far from simple. This course focuses on six attributes of leaders who have the ability to not only embrace individual differences, but to potentially leverage them for competitive advantage.

The discussions and experiential exercises within this course are intended to help leaders think about how traditional notions of leadership are evolving. Participants in this program will focus optimizing their leadership effectiveness and impact within the new world of work.

In this new world, understanding and being adept at inclusive leadership is no longer just an interesting approach to consider, it is critical to help leaders thrive in their increasingly diverse environment.

Inclusive leadership consists of six powerful competencies uniquely adapted to a diverse environment. This program is structured around those six competencies (see illustration) and is designed to help leaders integrate them into their mindset and behaviors. This is accomplished through a combination of facilitated discussions and experiential exercises.

INCLUSIVE LEADERSHIP

INCLUSIVE LEADERSHIP COMPETENCIES



BUSINESS IMPACT

- 1 Leaders develop greater awareness of biases and cultural blind spots which are eroding their leadership effectiveness and impact.
- 2 Leaders develop a positive and authentic way to openly discuss perceptions of bias and exclusion with employees and colleagues.
- 3 Leaders are better able to create a workplace environment where perceptions of exclusion or bias are a rarity, not the norm.
- 4 Employees who may have felt marginalized or excluded have an opportunity to feel “seen” and “heard.”
- 5 Authentic dialogue leads to productive action focused on created an engaging and energising work environment, which drives productivity.
- 6 Engagement and retention of high-potential employees is enhanced when they perceive their work environment to be equitable.

INCLUSIVE LEADERSHIP

LEARNING JOURNEY



Pre-Learning

- Self-paced reading (approx. 10 minutes)
- Reflection exercise

Optional Enhancement

- Brief video, internal leaders sharing their perspective on importance of cultural and generational respect.



Series of 3 Virtual Workshops

Virtual Session 1

Aware

- The leadership “bubble”
- Leadership blind spots
- Developing sensitivity to different perspectives

Culturally Intelligent

- Characteristics of different cultures
- Generational myths and common missteps
- Interpersonal variations

Virtual Session 2

Open-Minded

- Avoiding myopic thinking
- Exposure to new ideas
- Truly embracing different perspectives

Confidence

- Confronting one’s own bias and limitations
- Leading in the face of doubt and resistance
- Common DEI challenges

Virtual Session 3

Synergistic

- Integrating alternative perspectives
- From conflict to collaboration

Resilient

- Responding effectively to common missteps
- Authentic dialogue to resolve differences
- Embracing imperfection

Interession Activity**

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Reinforcement

- Personal Action Planning
- 30-60-90 Day Virtual Group Touchpoint: Action Plan Reviews

Optional Enhancement

- Interactive .pdf Action Plan

* Recommended custom add-ons. ** Only applicable to VILT

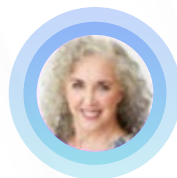
INCLUSIVE LEADERSHIP

LEARNING OBJECTIVES

- Understand the core competencies of inclusive leaders, acknowledge one's own current gaps and focus on future competency development.
- Develop greater awareness of potential leadership "blind spots" to help in discerning an organization's current culture related to diversity, inclusion, etc.
- Develop greater knowledge and sensitivity to cultural differences and work to proactively communicate respect for those differences.
- Understand cultural/generational differences related to communication, influence and persuasion.
- Learn best practices to align cultural values and generational expectations.
- Learn how to avoid myopic thinking and conformational bias.
- Learn the benefits of exposure to alternative viewpoints and how to integrate multiple perspectives to achieve an optimal outcome.
- Understand how to lead others toward a more inclusive culture, even in the face of doubt, resistance and uncertainty.
- Learn how to lead others on a journey toward greater acceptance, inclusion and a more productive, energized work environment.

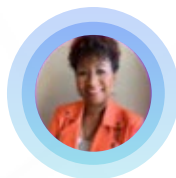
EXPERIENCED FACILITATORS

We can prepare your team to deliver this program, or leverage our global network of experienced facilitators.



Audrey H.

Audrey is a highly experienced facilitator with deep expertise in leadership development as well as diversity, equity and inclusion programs. She works effectively with learners at all levels, from front line individual contributors to senior executive teams.



Themum C.

Themum works with organizations helping them improve awareness of cultural and generational practices to enhance leadership effectiveness. She has a deep passion for creating workplace cultures of inclusion and mutual respect.



Alan R, PhD.

Alan has provided facilitation and program delivery for numerous global organizations. He is the co-author of The Global Diversity & Inclusion Benchmarks and The Global Ethics & Integrity Benchmarks. He brings a strategic perspective to diversity and inclusion topics.