INCLUSIVE LEADERSHIP WORKSHOP

Inclusive leadership training assists leaders in understanding their implicit assumptions and prejudices. It also seeks to improve their motivation to work with and empower diverse groups.

Inclusive leaders display six main competencies (Deloitte & CAANZ, 2015):

1. **Commitment**
   Cultivating a diverse and inclusive workforce takes time, energy and investment.

2. **Courage**
   Inclusive leaders are not afraid to challenge attitudes and practices that yield homogeneity.

3. **Curiosity**
   Open mindedness, a passion for learning, desire for exposure to different ideas.

4. **Collaborative**
   Create environments where all individuals feel empowered to express themselves freely.

5. **Cognisance of bias**
   Exert effort to identify and overcome their explicit and implicit biases and seek to implement practices to prevent organisational level bias.

6. **Cultural intelligence**
   Understanding of one’s own and others’ culturally conditioned world views and responses.
   Workshop participants leave with an action plan for developing their inclusive leadership competency.

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WORKSHOP OUTLINE

- Identifying organisation-specific business drivers for diversity and inclusion
- The four-factor model of inclusion—respect, belonging, empowerment, progression
- The role of leaders in driving cultural change
- The six traits of inclusive leadership and how to develop those
- Mapping inclusive leadership traits to one’s leadership shadow
- Developing an action and accountability plan linked to business strategy

LEARNING OUTCOMES

- Knowledge of the characteristic traits of inclusive leaders
- Respect for and willingness to embrace individual differences and diverse perspectives
- Appreciation of the value of the contributions of all employees
- Linking diversity and inclusion to business strategy
- Techniques for eliciting and integrating diversity of thought and fostering a collaborative culture
- Willingness and ability to flex leadership styles
- An understanding of the nature, origin and consequence of cognitive blindspots and social bias
- Techniques for managing bias in oneself and others
- Understanding of various approaches for empowering diverse talent
- Developing an action and accountability plan linked to business strategy as well as personal strengths and developmental areas

APPROACH
Consistent with research on adult learning, we believe that the best learning outcomes result when participants engage holistically with program content. All Include-Empower.Com learning and development programs incorporate experiential learning techniques, including opportunities to reflect on and apply learnings to the real-life challenges facing participants.

For more information regarding our services and capabilities, please contact us +61 2 8292 9481 or info@cultureplusconsulting.com

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