



INCLUSIVE LEADERSHIP

WORKSHOP

Inclusive leadership training assists leaders in understanding their implicit preferences and assumptions. It also seeks to improve their motivation and ability to empower diverse talent and integrate diversity into work practices and decision-making.

Capabilities

Build a diverse team

The workforce is diverse across rank and function
Lived experience of fair progression

Foster interpersonal safety

Employees bring their authentic self to work
Lived experience of respect

Integrate difference

Employees contribute fully to work practices and decision-making
Lived experience of belonging and empowerment

Traits

Optimism

Having the belief that others are well-intentioned and competent

Curiosity

Approaching interactions with a learner rather than judge mindset

Humility

Letting go of the need to be right; accepting there is more than one way to interpret and respond to the world and that your view is limited

Mindfulness

Consciously reflecting on how bias is influencing your interactions and decision-making, and acting with a conscious intent to be fair

Flexibility

Willingness to flex expectations and interpersonal/leadership style

Emotionally intelligent

Responding to others with empathy, and regulating your emotional response to bad news and challenge

CONTENT & FLOW

- 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
- Leadership strategies for building a diverse team, fostering interpersonal safety, and integrating difference
- The defining traits of inclusive leaders
- Mapping inclusive leadership traits to one's leadership shadow
- Developing an action and accountability plan linked to business strategy

PARTICIPANTS

- Leaders and people managers seeking to improve their diversity and inclusion capability

DELIVERY

- The recommended length of the workshop is a half-day (3-hours). The workshop may be run face-to-face or delivered virtually over two 90-min modules. To drive accountability and embed learnings, we offer an optional facilitated debrief six to eight weeks post the initial workshop.

LEARNING OUTCOMES

- 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 efforts to business strategy
- Knowledge of the characteristic traits of inclusive leaders
- An understanding of the nature, origin, and consequences of cognitive blindspots and bias
- Awareness of one's own ingrained preferences and assumptions
- Strategies for fostering interpersonal safety including upstander skills
- Techniques for eliciting and integrating diversity of thought and fostering a collaborative culture
- Willingness and ability to flex leadership styles
- Techniques to manage bias in oneself and others
- Understanding of solutions for empowering diverse talent
- Action and accountability plan linked to business strategy and personal strengths and developmental areas

APPROACH

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

CONTACT US

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