

Inclusive Leadership

Course Overview

What does it mean for an organisation to be inclusive? The words inclusivity and diversity have had more than their share of publicity in the last few years, but are our communicates and our companies truly inclusive? Do we genuinely celebrate diversity in a way that harnesses the extraordinary power of radically different perspectives?

Inclusive leadership is about opening yourself up to the vastness of other people's experiences. It's about celebrating the notion that those experiences lead to a variety of perspectives and ideas that can take your organisation and everyone in it on a collective journey of discovery and new possibilities.

Program Format

This is a 1-day program that can be delivered face-to-face or virtually.

Course Objectives

- Explain the critical need for inclusive leadership across the organisation.
- Identify the consequences of non-inclusive leadership.
- Determine what inclusive leadership looks like.
- Create strategies for developing inclusive leadership practices.
- Begin to drive higher engagement levels in the workplace.
- Create an action plan to improve inclusive leadership skills.

Course Outline

Defining Inclusive Leadership

- What is inclusive leadership?
- What does genuine diversity cover?
- Strategies for developing inclusive behaviour and inclusive language.

The Critical Need For Inclusive Leadership

- What does inclusive leadership look like?
- How inclusive leadership practices have an impact on corporate culture?
- What happens when we don't use inclusive leadership?

Compassion And Empathy In Difficult Situations

Explore the 6 key characteristics of genuinely inclusive leaders. They are:

- Curiosity
- Cultural intelligence
- Collaboration
- Commitment
- Courage
- Cognisance

Challenge Your Unconscious Biases

- What is unconscious bias? How do they impact the way we make decisions and the way we behave towards others in the workplace?
- The dangers of willful blindness. Why do we sometimes ignore the obvious and why is it dangerous?
- Identify your own biases.
- Develop strategies to monitor and challenge your biases and open yourself up to different perspectives.
- Create reflective practices to continually monitor and challenge your biases.

Create Strategies To Drive Inclusive Leadership

- How do you foster an inclusive culture across the organisation?
- Decide what authentic trust looks like.
- Differentiate between the organisation's espoused values and the lived values.
- Identify the behaviours that genuinely reflect the organisation's values.

