

Inclusive Leadership Workshop



www.inclusivegroup.co.uk

Introduction

Effective leadership is an essential attribute in today's workplace and leaders are increasingly called upon to role model an inclusive style that truly embraces diversity and creates a culture of inclusion. This can present a challenge as leaders seek to navigate what is considered helpful and acceptable in a changing world.

Inclusion and diversity mean different things to different people. Within teams and organisations, leaders need to develop a shared awareness and language amongst their peer group to enable them to talk openly about these topics. They also need practical skills and approaches that will support them to develop a more inclusive personal leadership approach.

Our Solution

Our 90-minute virtual workshop for people leaders is highly engaging and interactive. We quickly get to the heart of some of the terminology and definitions to create clarity. Recognisable examples and scenarios are discussed and we invite input from the participants to make it real. Practical tips and actions are shared to help your leaders foster a more inclusive leadership approach.

Objectives

Participants will discover how to develop as inclusive leaders and role models. They will:

- Understand how inclusion and diversity is relevant to their business objectives
- Learn what gets in the way of being more inclusive, and how to address this
- Discover how to create, and be role models for, inclusion and belonging
- Challenge some of their assumptions about other people and learn how to make better decisions around talent and progression
- Develop a shared 'language' that enables them to continue the conversation beyond the workshop with their peers and teams
- Commit to take action.

Content

- Context and outcomes
- Definitions of inclusion & diversity and how they link to your employees, clients and competitors
- Understand unconscious bias – what it is, why we have it and the implications for inclusive leadership. Includes examples of common workplace biases and associated impact
- Explore how to create inclusion and belonging, including how to create psychological safety
- Practical tips and actions for a more inclusive leadership approach
- Personal reflections, actions and next steps.



Cultural change is challenging irrespective of the objective, but it is perhaps even more so when the objective is an inclusive culture. Resistance is common. Those who are currently successful are likely to believe the system is based on merit, and change to the status quo feels threatening. Consequently, change toward greater inclusion probably requires more effort than many other business priorities. And yet it usually receives much less.

Workplaces have emerged as a venue in which these disparate pressures have manifested and become much discussed. Caught in the middle, workplace leaders around the world tell us that they feel ill-equipped to navigate these swirling waters

Juliet Bourke, Deloitte Insights

Working with Inclusive Group

Inclusive Group will partner with you to tailor the workshop to your context. This involves a 45-minute discovery meeting where we will seek to learn from you:

- The background to inclusion and diversity in your organisation – previous, ongoing and planned initiatives
- An overview of the participant group(s) – roles, functions, methods of working, outcomes, etc.
- Specific examples relevant to your leaders that we can include in the workshop
- Anything else you need that pertains to the successful delivery of the workshop(s).

Assumptions

- Virtual delivery via Zoom or Teams
- Suitable for up to 25 participants
- One discovery meeting will usually suffice for the delivery of multiple workshops
- This workshop is suitable as an introductory level workshop for your leaders. Please contact us to discuss how it might complement and extend any previous and current EDI activity.

Follow-Up

Consider our 60-minute Inclusive Behaviours workshop for individual contributors. The messaging and learning complements the Inclusive Leadership workshop and helps facilitate conversations about inclusion between leaders and their team members.