

# Mastering Inclusive Leadership

(Code: MIL)

Evolution-U Diversity & Inclusion Business Suite

One Day Format - Advanced



*The Evolution-U Diversity and Inclusion Business Suite is a focused offering of engaging workshops and trainings designed to unlock the potential of individuals and teams and empower leaders by raising awareness of the benefits of a diverse and inclusive workplace.*

## Course Outline

*"Diversity is being invited to the party. Inclusion is being asked to dance."* Verna Myers

The kind of organisation that will be successful in the 21st century, is one where every single team member is valued, seen and works cohesively with other colleagues. A diverse and driven team can support company innovation, offer unique solutions to problems, increase productivity, and so much more.

To create an inclusive workplace, you need to develop and up-skill your employees to appreciate difference, working effectively with multi-location and multi-cultural teams with different backgrounds and experiences. While diversity alone does not guarantee high performance, diversity plus inclusion does.

This workshop provides leaders with a real understanding of the inclusion issues in their workplace and they will leave the session with a detailed action plan of small and large changes that they can start implementing immediately.

Our workshop facilitators have extensive leadership experience in senior financial services roles, bring lots of examples and learnings into the sessions and have the gravitas to challenge senior leaders on changing their mindset.

## Learning Objectives

By attending this workshop, participants will;

- Develop a good understanding of Inclusion and why it is important
- Look at different examples of positive and negative behaviours and their implications
- Be introduced to the core principles of Emotional Intelligence with specific reference to leadership and inclusion
- Learn practical strategies to become more inclusive at work to improve individual, team and company performance
- Be equipped with the tools to immediately become a more inclusive leader and to support others in your organisation to become more inclusive

Course delivery consists of trainer led presentation with video support, individual exercises, group breakouts and case studies. Open class discussion is encouraged to allow participants to learn from experience and best practise of others. Prior to the session, we can also collect anonymous feedback from your teams with examples of when they have felt excluded and included.

## Course Content\*

### **The importance of creating an inclusive workplace**

Hiring a diverse team isn't enough. In order to retain and make best use of each person's skills and experiences, we need to ensure that all employees feel included and bring their whole selves into work. This will stop them from masking or downplaying their individual differences to fit in and to avoid negative stereotyping, prejudice, harassment or discrimination.

### **What is an inclusive leader?**

We look at the traits of an inclusive leader; someone who has strong self-awareness about their own preferred work style, but is able to flex this style to connect with everyone in their team, even those who think and work differently.

### **How to recognise and remove Micro-inequities**

These subtle, often unconscious messages devalue and demotivate people at work, making them feel excluded. They include comments, gestures and facial expressions. We will show a video to demonstrate these and then look at ways all employees can take small actions and behaviours to make a real difference in creating an inclusive culture.

### **Emotional Intelligence in Inclusive Leadership**

An introduction to Emotional Intelligence, equipping participants with the core knowledge required to understand and explain the value of emotional intelligence in leadership. In this session, we summarise the key principles of EI and how to harness its power in the field of leadership using group breakouts, video support and instructor led presentation.

### **How Inclusive is your team?**

Anonymous feedback from members of their teams on when they have felt excluded and included will be printed on A4 and stuck around the walls in the room. Then participants will walk around the room and read these and then stand next to the one that resonates most with them (that they think their team may have written). This is usually an enlightening experience for participants and is followed by a discussion on issues and creation of a list of actions on how to address these.

### **Inclusion Case Studies and how to deal with them** *(optional - do this depending on diversity of results from team feedback)*

Give some case studies – scenarios which are relevant for participants and their organisation. Split participants into groups whiter they discuss one of these scenarios and report back on how to effectively deal with them and be inclusive

### **The 4 pillars of inclusion and how to implement initiatives to strengthen these**

Embedding inclusive mindsets, behaviours and work practices so that employees feel respected, get a sense of belonging, are empowered and can have bias free career progression.

1. **Respect** – *all employees feel respected*
  - includes acknowledging everyone's contributions and celebrating individual differences
2. **Belonging** – *all employees feel a sense of belonging*
  - includes working together inclusively, despite differences in language, culture etc
3. **Empowerment** – *all employees are empowered to contribute to work success*
  - includes providing flexibility and support for differences
4. **Progression** – *all employees have a fair chance of progressing in their careers*
  - includes providing inclusive recruitment, development and retention initiatives

When those four pillars are present, employees are willing and able to share their diverse ideas, perspectives, and experiences.

### **Action Planning**

We list what we have learned and what we will do differently

## **Who Should Take This Course**

Managers, Leaders, Business Owners, professionals, external client facing executives, any and all executives who would benefit from becoming more inclusive at work. This training can be tailored to different levels in an organisation.

**This training course is fully certified by Evolution-U.**

**For more information & reservations please contact Jessica  
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**www.evolution-u.com • www.linkedin.com/in/neilorvay/**

NLP Communication Skills • Collaborative Communications • Pitching & Presenting • Media Training  
Sales Effectiveness • Building Trust • Negotiation Theory • Diversity & Inclusion • Design Thinking  
Persuasion Psychology • Personality Profiling • Leadership • Teambuilding • Personal Empowerment