

Inclusive Leadership

Open Programme

This course will be delivered virtually.

Cost - £395 plus vat, per person

Duration

Two, three-hour workshops (one week apart)

Course Overview

Leadership is about treating people and groups fairly based on their unique characteristics, rather than acting on biases derived from stereotypes. This course will explore the benefits of working with diverse groups to develop modern, smarter, forward thinking ideas that drive the business forward. Delegates will understand the importance of embracing difference and building strong working relationships at all levels across the business if they are to become a truly Inclusive Leader.

Core development objectives covered

Workshop One

- What is Inclusive Leadership?
- What will a good Leader of the future need to do?
- Challenges to Inclusive Leadership ~ Understanding unconscious bias
- How unconscious bias forms our judgement / attitude towards others
- The benefits of an inclusive team culture
 - Embracing difference to improve problem solving & innovation
 - Developing strong and successful working relationships
- Identifying the key attributes of an Inclusive Leader (re: Deloitte University Press)
 - Collaboration / Cultural Intelligence / Commitment / Courage / Cognizance / Curiosity
- Developing your ability to incorporate an inclusive approach
- Inspiring and empowering others to take responsibility

Workshop Two

- Applying an inclusive approach to the full employee life cycle
 - Job adverts / recruitment processes / interviewing
 - Delegation, performance management and retention
 - Progression & succession planning
 - How can unconscious bias affect the decisions we make?
- Tackling unacceptable behaviour
 - Giving feedback using the AID model
 - Using 'live' scenarios to apply AID
 - Resetting the standards
- How to challenge & report negative behavior?
 - Knowing when and how to report



For a booking form please contact kellyhatton@futureproof-training.co.uk