

# Inclusive Leadership



## Why do an Inclusive Leadership Program?

In today's globally connected and diverse business environment, leaders are required to navigate significant volatility, uncertainty, complexity and ambiguity. Inclusive leaders create a team culture of trust, enable collaboration and participation, resulting in improved team performance.

## Who should do the Inclusive Leadership Program?

Existing and aspiring leaders looking to expand their personal skills and create a team culture of performance, participation and results. Becoming an Inclusive Leader allows you to access and leverage the best from all members of your team.



### What You'll Learn

- ✓ Strategies to enhance team participation
- ✓ The impact of your leadership style on performance
- ✓ How to role model leadership through inclusive communication



### Interactive Content

- ✓ Case studies
- ✓ Practical activities
- ✓ Authentic voices
- ✓ Applied learning exercises



### Practical Strategies

- ✓ Personalised leadership diagnostic and feedback
- ✓ Ongoing implementation plan
- ✓ Relevant tools and resources

## Applied Learning Case Study

The Inclusive Leadership Program includes a detailed multi-stage case study, challenging participants to apply learning, reflect on appropriate behaviours and respond to realistic workplace situations.

The case study follows the journey of Layla and the members of her generationally, culturally and geographically diverse team as they deliver a business-critical project. Layla, like any leader, is navigating the shifting dynamics of her team and escalating project requirements. Their success depends on Layla's ability to ensure team alignment, motivation, collaboration and performance under pressure.



# Inclusive Leadership



Beasley  
Intercultural

## The Inclusive Leadership Program

The program follows 70:20:10 principles, is research-based and results-driven. It provides best practice models and frameworks to guide participants on their personal learning journey. Through all six modules there are practical activities and application assignments to drive results.

|                 |                          |   |
|-----------------|--------------------------|---|
| <b>Module 1</b> | Inclusive Leadership     | What inclusive leadership is, and why it matters<br>Strategic alignment and purpose<br>Current performance diagnostic |
| <b>Module 2</b> | Perspective and Bias     | Identifying bias 'hot spots'<br>Interrupting and minimising bias and exclusion  |
| <b>Module 3</b> | Team Dynamics            | What diversity looks like<br>How diverse teams work<br>Belonging, authenticity, engagement                            |
| <b>Module 4</b> | Maximising participation | Communication cultures<br>Creating alignment, clarity and buy-in<br>Design thinking                                   |
| <b>Module 5</b> | Negotiating difference   | Innovation<br>Delivering performance  |
| <b>Module 6</b> | Putting it altogether    | Post assessment measuring growth<br>Personal ongoing implementation plan  |

## Delivery Method

| Online program   | Face-to-Face program   |
|--|--|
| Pre and post-diagnostic with personalised ongoing implementation plan            |  |
| Applied learning assignments and tasks   |  |
| Course convener and tutor to support learning and monitor progress               |  |
| Customisation available allowing for organisation-specific content               |  |
| Quantative and qualitative summary of learning outcomes                          |  |
| 6 x 40 minute highly interactive online learning modules delivered over 12 weeks | 4 week program including 2 days of facilitated training and application of learning homework |

### What our participants said:

*"I expect the team's performance to be higher, as we will be fully leveraging people's potential."*

*"I've started listening more and talking less. I've also started to encourage the quiet team members to speak up at team meetings."*