



The foundation of a diverse, innovative, and productive workplace culture.

Introduction to Inclusive Leadership™

Today's leaders must be able to effectively communicate and build trusting work relationships with many different kinds of people. We are moving from the era of "command and control" to an era of "engage and include." Some individuals have a natural ability to feel comfortable with many different types of people and can easily build camaraderie within their teams. Others are comfortable exhibiting inclusive behaviors themselves but have difficulty coaching and developing these skills among those who report to them. And still others have difficulty establishing comfortable working relationships with specific people or groups.

According to the Gallup Organization, disengaged (exclusive) managers are 3 times more likely to have disengaged and actively disengaged employees. And disengaged employees cost businesses billions of dollars in lost revenue each year. If you are working to create a culture that values all employees and is inclusive of differences, your leaders must understand what inclusion is, how it is achieved and what specific behaviors and actions they can take to promote the culture you desire.

Learning Objectives

- 1 Participate in and lead small group discussions about the factors that define their team members, in order to build trust and open communications
- 2 Understand the attitudes and behaviors that create exclusion
- 3 Identify situations in which team members are being excluded
- 4 Increase their commitment to actively include instead of unintentionally excluding
- 5 Utilize the 1-4 models presented during the training to intentionally create more inclusive workplace teams.



Transform Your Culture.
CREATE INCLUSION.



Introduction to Inclusive Leadership™

Inclusivity's Introduction to Inclusive Leadership Workshop (or series) provides your supervisors, managers, and leaders the personal insight and awareness, knowledge and skills they need to become the best and most inclusive leader possible. In this 4, 8, or 12-hour workshop (or series of shorter workshops if desired) we introduce your leaders to up to four Inclusivity Models and the tools they need to actively become inclusive leaders.

HOW WE ACCOMPLISH THESE OBJECTIVES

1. We accomplish these objectives by providing models and tools, as well as opportunities to experience the impact of exclusion in a way that is emotionally safe and meaningful for participants:
2. Provide participants with an Elements of Individuality model that illustrates the ways in which individuals define their own uniqueness, and a Social Distance Model that explains how exclusion can create a shadow of lowered productivity
3. Create experiential exercises, based on specific situations that allow participants to understand the impact of exclusion on team members
4. Help participants to understand why inclusion takes active involvement on their part, and how without intentional inclusion, unintentional exclusion takes place.
5. The training will include both presentation and small group exercises. A case study will be utilized if desired. Participants will be actively engaged in the experiences, learning through participation.



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