

# Inclusive Leadership Practices

PRICE: \$2,200

## COURSE OVERVIEW:

In an increasingly diverse and globalized world, inclusive leadership is essential for organizational success and innovation. This course provides a comprehensive exploration of inclusive leadership practices, emphasizing the role of leaders in promoting DEI. Participants will gain a deeper understanding of the benefits of inclusivity, learn to recognize and mitigate unconscious biases, and develop strategies to create inclusive environments. The curriculum is designed to be engaging and interactive, ensuring that participants can immediately apply what they learn to their leadership roles.

## DURATION:

This course spans 6 weeks, with weekly sessions of two hours each. This schedule allows for an in-depth exploration of topics, interactive discussions, and practical exercises. Additional time outside of class will be required for reflection, assignments, and group projects.

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## WEEK 1: INTRODUCTION TO INCLUSIVE LEADERSHIP:

This module introduces the concept of inclusive leadership and its significance in today's workplace. Participants will explore the core principles of DEI, the business case for inclusivity, and the characteristics that define inclusive leaders. Key frameworks and models will be discussed to provide a foundational understanding.

## WEEK 2: UNDERSTANDING DIVERSITY AND INCLUSION:

This section delves into the various dimensions of diversity, including race, gender, age, sexual orientation, and more. Participants will learn about the different forms of inclusion and the barriers that can prevent it. The module will also cover the impact of inclusivity on team performance and organizational success.

## WEEK 3: UNCONSCIOUS BIAS AND ITS IMPACT:

Unconscious biases can undermine efforts to create inclusive environments. This module focuses on identifying and addressing unconscious biases in the workplace. Participants will engage in self-reflection exercises and learn techniques to mitigate biases in decision-making, hiring, and everyday interactions.

## WEEK 4: CREATING AN INCLUSIVE CULTURE:

Building an inclusive culture requires intentional actions and policies. This section covers strategies for fostering inclusivity, such as inclusive communication, equitable policies, and inclusive leadership behaviors. Participants will explore ways to create a sense of belonging and psychological safety for all team members.

## WEEK 5: INCLUSIVE LEADERSHIP SKILLS:

Inclusive leadership involves specific skills and behaviors. This module focuses on developing these skills, including active listening, empathy, cultural competence, and collaborative decision-making. Participants will engage in role-playing and scenario-based exercises to practice these skills.

## **WEEK 6: ACTION PLANNING AND IMPLEMENTATION:**

The final module helps participants create actionable plans to promote inclusivity within their organizations. They will develop personalized inclusive leadership action plans, set measurable goals, and identify resources and support systems. Participants will also learn how to measure and communicate the impact of their inclusivity efforts.

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The Inclusive Leadership Practices course empowers leaders to create and sustain inclusive environments where diversity is celebrated and everyone feels valued. By the end of the course, participants will have a thorough understanding of inclusive leadership principles and practical strategies for fostering DEI in their organizations. They will be equipped to lead inclusively, address biases, and build cultures that support innovation and collaboration. This training ensures that participants are prepared to champion inclusivity and drive positive change within their teams and organizations.