

# Inclusive Leadership

## 2-3 Hour Workshop

Embedding Equity, Diversity and Inclusion in the forefront of your leaders minds to be one of the primary roles of 21st leadership. Leaders need to further understand the responsibility they hold to create inclusive environments, the actions they should take moving forward and the support to continuously offer in order to improve employee engagement and a strong sense of belonging.

**The subject of inclusive leadership begins with leaders taking a really good look at their authentic self and their values before considering how that reflects their leadership style and the moral of their team.**

## Content

\*This workshop is aimed at equipping managers to be authentic and inclusive leaders. It provides a safe place to allow delegates to talk frankly about differences in the workplace, understand more about how bias works, feel more confident in being able to actively challenge, and ensure that they have a greater understanding and connection with the diverse range of people in their team.

- Setting the context
- How much do you know?
- Bias – do we all have it?
- Analysing the Inclusive Leadership Self-Reflection Questionnaire
- What is inclusion and why does it matter?
- When does “banter” become bullying or racism? Is it alright to say.....?
- My responsibilities as a leader
- My responsibilities as an Ally/bystander
- Keeping the team climate appropriate
- Actions to take now and in the future.

## Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face.

The workshop can be tailored to your organisation based business specific requirements and company culture and any EDI diagnostics already carried out.

