Inclusive Leadership

Lead so that every voice is heard and respected

Diversity and inclusion (D&I) has become a business imperative for organizations all over the world. However, there remains widespread confusion around what inclusion is and how to create it in everyday workplace situations. In short, most organizations have already made the case for the “Why” of inclusion – but few have found ways to equip their people with the skills they need to be inclusive leaders.

Delivered in partnership with The Humphrey Group Inc., this program is an interactive online experience designed to provide you with the tools you need to create and lead inclusive teams. Learn the language and tactics of inclusive communication. Foster an environment of mutual respect. Realize the benefits of diversity by making every person you work with feel included. Make inclusivity a good business, as well as a good human decision.

Online program format

This program is delivered over a four-week period. Each week explores a specific topic module, with self-directed content for you to review at your own pace. Weeks 1, 2 and 4 also include one 60-minute online session in real time which will connect you directly with the program instructor and your fellow participants. These live, facilitator-led sessions are highly interactive, with opportunities for you to gain insights from the instructor, network and collaborate with your peers, and receive feedback on your work.

After the program, you will receive a four-week plan for applying the inclusive communication tactics you have learned.

Takeaways

- Gain insights into the current D&I landscape
- Understand your role in creating the inclusivity you want, and clearly articulate your position
- Transcend your own subconscious cultural assumptions and biases
- Keep up with fast-changing norms and expectations around inclusion
- Become comfortable using common and less common D&I terms
- Learn the tactics of inclusive communication
- Help teams embrace inclusion while handling questions and objections
- Deal with oversensitivity around issues like privilege
Program Content

Week 1: Why Inclusive Leadership now?
Learn why Inclusion is a key organizational competency and why leaders are responsible for it.
- The relationship between D&I
- Unconscious bias and its impact on your perceptions
- Why inclusion matters to leaders and teams
- Establishing the business case for D&I

Week 2: Who is responsible for diversity and inclusion?
Explore your individual responsibilities for being an inclusive leader.
- Differentiating between systemic and individual responsibility
- Why privilege and disadvantage matter at work
- Understanding equity vs equality, bias and “-ism’s”
_Elective: Diversity & Inclusion Statements_

Week 3: Adopting an inclusion mindset
Explore the internal mindset shift that all leaders must embrace to lead inclusively.
- Taking ownership of D&I
- Applying the 3 pillars of an inclusive mindset
- Benchmarking where you are at, and planning for tomorrow
_Elective: Taking a deeper dive into humility_

Week 4: Practicing inclusive communication
Put your inclusion mindset to work by learning how to:
- Listen actively
- Speak up in the right way
- Respond to feedback in the right way
- Use language to demonstrate your inclusion mindset
_Elective: Increasing your inclusion vocabulary_

Post-Program: Applying what you’ve learned to your role at work
You will receive a four-week plan for applying the inclusive communication tactics you have learned. Each week, you will select a challenge that outlines how to test a new communication tactic in the workplace. You can post on weekly discussion boards about how your efforts are going, and continue your dialogue with your fellow participants.
Special Features

The program includes takeaway tools such as:

- The Harvard implicit bias test
- Intersectionality wheel
- Privilege quiz results
- Various communication tools

Audience

- Team/department/front-line leaders and managers
- Leaders responsible for the organizational culture
- Emerging leaders looking to achieve—and succeed in—a leadership position

Program Leader

This program is delivered by the team at the Humphrey Group.

To Register

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