Certified Courses

Professional Certificate

The Leadership of Inclusion

INTRODUCTION

- Inclusion in the workplace leads to creativity and prosperity. In this innovative training course, you will learn to recognise and remove the subtle, yet embedded practices, that can impede inclusion in your workforce. Inclusion is about developing a work environment where everyone feels able to participate and achieve their potential.
- The business case for inclusion is well-established, and the research shows that good outcomes directly correlate with diverse teams and inclusive workplace environments.

This training course will highlight:

- Work practices to improve inclusion in your workplace
- Promoting and supporting diversity in the workplace
- Recognising and removing embedded practices that impede inclusion
- Challenges and obstacles to implementing an inclusion strategy
- The business case for inclusive workplace practices

OBJECTIVES

At the end of this training course, participants will learn to:

- Describe the meaning of inclusion
- Illustrate how to minimise barriers to a diverse and inclusive workplace
- Argue the case for inclusion in your organisation
- Explain how to remove embedded practices that impede inclusion
- Evaluate your knowledge of different cultures relevant to your business

TRAINING METHODOLOGY

- Participants in this training course will receive thorough training on the subjects covered by the course outline with the facilitator utilising a variety of proven adult learning teaching and facilitation techniques.
- This training course on The Leadership of Inclusion is very participatory and experiential. It involves skill practice in a group setting. Training methodology includes individual, and group activities will intersperse the sessions. A variety of practical sessions, relevant case studies, simulations, and group games and activities are programmed into this course.

ORGANISATIONAL IMPACT

- An appreciation of the benefits of inclusion in any workplace
- A focus on the benefits of inclusion practices
- Improved employee engagement and empowerment
- Promoting and supporting diversity in the workplace
- The leveraging of diversity

PERSONAL IMPACT

- Develop practical, transferable skills and competencies
- Better understand yourself and others
- Practical skills in the practice of inclusion
- Learn about your own unconscious biases
- Improve your professionalism and practice

WHO SHOULD ATTEND?

This training course is suitable for a wide range of professionals but will greatly benefit:

- Human Resource (HR) Professionals
- Learning & Development Staff
- HR Business Partners
- Talent Management Specialists
- All Leaders, Managers & Supervisors
- Any professional who needs to develop their skills in inclusion and diversity management

Course Outline

The Journey from Diversity to Inclusion

- The Workplace Context for Equality, Diversity, and Inclusion
- Moving from Diversity to Inclusion
- What are inclusion and inclusive practices?
- Advantages and Possible Disadvantages
- Recognising and Eradicating Embedded Practices that Impede Inclusion

Leveraging Diversity & Inclusion

- How Unconscious bias Impedes Progress
- The Business Case Explained
- How to Leverage Diversity to Maximise Its Potential
- How to Align the Needs of the Individual with Business Requirements
- Real Life Examples of Successful Inclusion Strategies and Initiative

Managing Cross-Cultural Challenges

- Your Cultural Map
- The Meaning and Types of Culture
- Women and Men – Cultural Differences
- Multi-cultural Teams and Teamwork
- How to Improve Your Cultural Intelligence (CI)

Work Practices to Improve Inclusion in Your Workplace

- The Most Significant Challenges to Implementing an Inclusion Strategy
- What Gets Measured, Gets Done
- Upgrading Your HR Practices to Support Inclusion
- Recruitment Practices Supporting Diversity
- Training and Development Interventions

Promoting the Business Case for Inclusion

- The Business Case for Inclusion
- Identifying and Involving All Stakeholders
- Are there any embedded practices that can't be removed?

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