The Inclusive Leader

The most effective leaders are those who can see people's potential and develop it, regardless of whether those people are different from or similar to them. This course helps leaders see and question their own limiting assumptions and then learn new mindsets and skills for becoming more inclusive, to create a truly welcoming and productive workplace.

The Core of Inclusiveness

Our approach to building inclusion capability is unique. While many other programs focus on specific areas of exclusion or prejudice, like ethnicity, gender, or sexual orientation, this program helps participants explore their own limiting assumptions about others—whatever those may be—and then to let go of their assumptions and build new, more accurate and inclusive ways of thinking and acting:

What Is Inclusiveness?

In this opening section, participants begin to see their own limiting assumptions, and work together to come to their own definition of inclusiveness.

Unconscious Bias: Questioning our Assumptions

Participants learn the powerful skill of recognizing and changing their self-talk, the key to seeing and letting go of unconscious bias.

Creating New More Inclusive Views: Listening

Once someone begins to question their unconscious biases, they can build real insight instead. Participants learn to listen deeply to revise their limiting assumptions.

Curiosity: Listening Turbocharged

In this section, participants learn how to become more curious to "turbo-charge" their listening—drawing out others, even on sensitive topics, and building new, more inclusive awareness.

As a Leader: Helping Other Along the Path

Participants focus on sharing their new insights with those they manage: co-creating inclusiveness "rules of the road" and giving supportive, behavioral feedback when needed.

Moving Forward

Finally, participants make a practical plan to take advantage of what they've learned today and commit to a building key habits over the next 30 days—a powerful way to continue their growth as inclusive leaders.

The Inclusive Leader program can help participants:

- Understand the essence of inclusivity

- Recognize and question their own limiting assumptions

- Develop key mindset and behavioral skills for becoming more inclusive

- Support those they lead to build more inclusive ways of thinking and acting