DIVERSITY & INCLUSION

DEVELOR

Numerous studies show that diverse teams – in case they are managed well - perform better than homogeneous ones. Social groups are increasingly making their voices heard and there are more opportunities for social injustices to be addressed. So everything is going in the right direction. Or is it not?

One would think that today's global, interconnected and multicultural world would be pushing forward a culture of tolerance and acceptance of each other. This is partly true, but it can also be a source of tension within a team.

A lack of understanding between colleagues with different cultures, languages, customs and work ethics can not only undermine team and individual performance, but can also disrupt one of the most important motivators - a sense of belonging. Lack of acceptance, misconceptions and exclusion is a very typical problem of our time.

The aim of our program is not to "tell people what is right or wrong", but to make them more sensitive and open to this topic through "aha" exercises and group discussions.

Using the Inclusive Leadership Continuum model, we show participants a development path that can be followed by anyone who wants to develop inclusiveness.

Along this journey we clarify the basic concept and importance of diversity, inclusion and equity. We explore the layers of our identities and one of the most common roots of exclusion: unconscious biases. We talk about common phenomena such as microaggressions and non-inclusive language, and discuss how to address and avoid them. Last but not least, we develop action plans towards 'advocacy'.

Duration 2 days

Target group
All managers and employees who want to become more aware and take conscious actions in this area.

Topics:

- Importance and relevance of Diversity & Inclusion at the workplace

- Meaning of Diversity, Inclusion and Equity

- Who are we? – The Identity
  - Iceberg model of identity
  - Covering/Downplaying

- Understanding biases

- Handling microaggressions

- Inclusive / Non-inclusive language

- The Inclusive Leadership Continuum – from unaware to advocate

- Individual Action Planning

By the end of the session participants:

- Understand the relevance and importance of diversity & inclusion at the workplace
- Become more sensitive to exclusion, discrimination and inequalities at work
- Become aware and learn to overcome unconscious biases
- Learn how to become an advocate of an inclusive culture

Potential follow-up courses:

- Insights Personal Effectiveness
- Psychological Safety
- Growth Leadership
- EQ – Emotional Intelligence

Inclusive Leadership Continuum

4 ADVOCATE
3 ACTIVE
2 AWARE
1 UNAWARE

Source: Jennifer Brown, How to be an inclusive leader