5 Days

Inclusive Leadership: The Power of Workplace Diversity

Developing the Skills to Promote High-Performance and Innovation in your Organisation

▶ Upcoming Sessions

26-30 Aug 2024	Online	$3,950
28 Oct-01 Nov 2024	Online	$3,950

▶ Training Details

Online Training Course Overview

Effective utilization of diversity and inclusion is crucial for the viability and success of every organization. Progress is driven by ensuring individuals feel fully welcomed, respected, valued, and integrated within their teams and organizations. Inclusion, simply put, is key to organizational success.

An inclusive leader cultivates a work environment where fairness and respect prevail, ensuring equal access to opportunities and resources for all team members to contribute fully to organizational achievements.

Research spanning over three decades has consistently shown that training focusing on awareness and skill development, conducted over an extended period, can significantly impact organizational culture positively. This interactive "Inclusive Leadership" training course has been specifically designed for managers and leaders at all levels to foster inclusive practices and enhance organizational effectiveness.

This online training course will feature:

- ▸ The making of the inclusive leader
- ▸ Understanding diversity & inclusion
- ▸ Developing Your Cultural Intelligence (CI)
- ▸ Overcoming the barriers to inclusive leadership
- ▸ The leadership of change

Online Training Course Objectives

By the end of this online training course, participants will be able to:

- ▸ List the characteristic of inclusive leadership
- ▸ Utilise a variety of methods to improve inclusion in your workplace
- ▸ List the best ways to embed workplace culture for change
- ▸ Apply solutions to lead in the area of diversity and inclusion
- ▸ Manage resistance and obstacles to change

Designed for

This Anderson online training course is suitable to a wide range of professionals but will greatly benefit:

- All Leaders, Managers & Supervisors
- Anyone involved in change leadership
- Human resource (HR) Professionals
- Any professional who needs to develop their skills in inclusive leadership

Learning Methods

This Anderson online training course will utilize a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. Dynamic presentations support each topic together with interactive trainer lead discussion sessions. There will also be practical sessions where participants can participate, and experience topics taught. Case studies, videos, small group work, exercises and feedback will facilitate learning and provide a fun and energising learning environment.

▶ Training Details

Day One: Understanding and Applying Inclusive Leadership

- The difference between management and leadership
- The essential competencies of an inclusive leader
- Understanding the core elements of diversity and inclusion
- The seven levels of culture (national, work, gender, age, region, religious, occupation)
- Overcoming the barriers to inclusive leadership

Day Two: Solutions for Diversity & Inclusion

- Cultural Intelligence (CI) and Inclusive Leadership
- Working with the younger generations (Y and Z)
- Understanding stereotypes and biases
- Mitigating unconscious bias
- Success stories from leading organisations

Day Three: Applying Change Leadership

- The difference between change management and change leadership
- Change at the individual, team, and organisational level
- Best practice model for change leadership
- The five psychological phases of change and their effective management
- Overcoming resistance to change

Day Four: Promoting Innovation and Creativity

- What is innovation, and where does it come from
- What we know about culture and innovation
- Becoming innovative
- Introduction to Disruptive Innovation (DI)
- Understanding the power of creativity

Day Five: Challenges to Inclusive Leadership

- Ways to change 'outdated' company culture
- Embedded practices that may need to be removed
- Practices for developing yourself as a "self-aware" Leader
- Looking ahead – the future of D&I
- Personal action planning

▶ The Certificate

Anderson e-Certificate of Completion will be provided to delegates who attend and complete the course

▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

Call us: +971 4 365 8363

Email: info@anderson.ae

Request for a Tailor-made training and educational experience for your organization now:

Email: inhouse@anderson.ae

Anderson
Executive Development Centre

P.O Box 74589, Dubai, United Arab Emirates

Web: www.anderson.ae

Email: info@anderson.ae

Phone: +971 4 365 8363

Fax: +971 4 360 4759