

Inclusive Leadership



Senior Managers and Leaders



A series of 90 minute workshops
Virtual or in person

Inclusive Leadership is emerging as a critical Leadership capability. It may already be modelled through your organisation's purpose, policies, and practices, but the most important factor in achieving authentic inclusion is the mindset and behaviours of your Leaders.

What your Leaders say and do makes a significant impact on how your employees engage with your organisation. Do they feel valued and that they belong? Do they believe they are treated fairly and respectfully? The more people feel included, the more they speak up, make recommendations, highlight and tackle challenges, go the extra mile, and collaborate. All of which will have a significant impact on driving organisational performance.

We have identified a cluster of six behaviours the Inclusive Leader will model. Through a series of interactive and practical workshops we will explore each behaviour, encouraging your leaders to assess how inclusive their current practice is. We will identify how to amplify the things being done well and we will also ask your Leaders to commit to identifying and exploring those behaviours that might need some improvement.

Six Behaviours of Inclusive Leadership

Visible commitment: Leaders articulate authentic commitment to diversity, challenge the status quo, hold others accountable, and make diversity and inclusion a personal priority.

Humility: They let go of the need to be right; accepting there is more than one way to interpret and respond to the world and that their view is limited. They are modest about their own capabilities, admit mistakes, and create the space for others to contribute.

Curiosity about others: They demonstrate an open mindset and deep curiosity about others, listen without judgment, and seek with empathy to understand those around them.

Mindfulness: They deliberately reflect on how bias is influencing their interactions and decision-making, acting with a conscious intent to be fair. Working hard to spot flaws in the system and ensure a meritocracy.

Purposeful collaboration: They empower others, pay attention to diversity of thinking and psychological safety, and focus on team cohesion.

Emotionally Intelligent: They respond to others with empathy and regulate their emotional response in challenging and difficult situations.

Building Psychological Safety in the Workplace



New and experienced managers, team leaders



Bite size or full day
Virtual or in person

Look at any high performing team and you'll find they all have one thing in common: they all benefit from high levels of Psychological Safety. In a team with high Psychological Safety, teammates feel safe to take risks around their colleagues. They feel confident that no one on the team will embarrass or punish anyone else for admitting a mistake, asking a question, or offering a new idea.

When Psychological Safety is present it helps to create an inclusive and positive work climate. By building it into the workplace you will help shape a way of working that encourages your team to be creative, collaborative, adaptive and agile, especially during times of disruption, challenge and change.

We will explore what we mean by the term 'Psychological Safety' and show you how to model a supportive and consultative way of working. We will identify the different tools and techniques managers can use to establish a positive team climate, coaching others to model the behaviours and mindsets that drive team performance.

What will we explore?

- Explore the concept and benefits of Psychological Safety
- Recognise the key behaviours of a team displaying high levels of Psychological Safety
- Understand the four stages of Psychological Safety: Inclusion Safety, Learner Safety, Contributor Safety and Challenger Safety
- Develop a management style that models the key traits of Psychological Safety
- Learn how to create Psychological Safety in every conversation you have
- Empower your team to problem solve, innovate and challenge
- Develop your coaching and mentoring skills to support others
- Recognise and tackle those behaviours that threaten or undermine the Psychological Safety of your team

The Momentum Mindset

 All employees



Bite size or full day
Virtual or in person

Your organisational goals have been communicated and the team is on board. Everyone has a clear understanding of the contribution they need to make. The challenge now is how to keep everything on track, ensuring that all team members feel a collective accountability for building and sustaining performance.

Your ability to hit goals and achieve performance objectives can be adversely impacted by conversations that don't happen, decisions that don't get made, ideas that don't get challenged or opinions that don't get shared. Have you ever stopped to wonder why that is? And what needs to happen for things to change?

We will give you the tools you need to stimulate debate, facilitate difficult conversations, remove barriers and blockages, encourage innovation and solve problems proactively. We will introduce the concept of Psychological Safety and the role it plays in positive interpersonal dynamics and organisational momentum.

What will we explore?

- Explore the beliefs that power the Momentum Mindset and identify the benefits it will bring
- Identify what creates organisational drag, explore your current reality and discover what might stop you achieving your goals and objectives
- Find your voice - take a proactive approach to innovation and problem solving, using initiative, insights and ideas to coach and influence others
- Discover how to debate, disagree and challenge in a respectful and inclusive way, creating intellectual friction without interpersonal friction, enabling forward movement
- Learn how to build and promote Psychological Safety in the workplace, and understand its importance in maintaining momentum
- Develop your Emotional Intelligence, navigate through misunderstanding, misfires and disconnects in a way that protects relationships and achieves outcomes

Owning Your Development



Those in the early stages of their careers, anyone who wants to focus on their own development



Bite size or full day
Virtual or in person

It's time to put yourself in the driving seat and to map out what comes next in terms of your personal development. We will show you the steps you need to take to be proactive in shaping your own development path.

Using a variety of tools and techniques we will demonstrate a simple four stage process that will bring a sense of purpose and progression to your development journey. Time will be spent identifying your own unique personal development goals, building clarity about where you want to be and why. We then show you how to build a route map to ensure your goals are achieved, harnessing all the different development opportunities that exist in the workplace. Finally we will give you guidance around how to hold yourself accountable for progress and what to do when you feel your personal development may have stalled.

What will we explore?

- Identify the mindset that powers personal development. What does the growth mindset look like?
- The personal development diagnostic – where am I now? Where do I want to be? What do I want to achieve and why? What's important to me?
- Get into the driving seat of your own development – turning development ambitions into objectives and action plans
- Recognise different types of development – amplify, stretch, master, progress, promote
- Harness everyday learning opportunities (the 70,20,10 development model), tracking progress, reviewing results
- Build momentum, hold yourself accountable, what to do when you feel your development has stalled

The Manager's Impact



New and experienced managers, team leaders



Bite size or full day
Virtual or in person

In your role as people manager have you ever stopped to consider the impact you have on others? Do you reflect on the impression you make and how your actions are perceived? We don't just mean things like body language, facial expression and vocal control - we're also talking about your authenticity, your Emotional Intelligence and how inclusive, collaborative and respectful you are.

It all starts with building self-awareness, built through a combination of personal reflection and an openness to explore how others perceive you. We all have an internal perception of the impact we make, but what do others think? We will show you the steps you can take to build awareness of your behavioural wake, including how to engage with others to ask for constructive feedback. We will then explore how to turn that self-reflection and feedback from others into tangible action plans.

We will also focus on the role for Emotional Intelligence in helping you to manage your impact during times of disruption, challenge and change.

What will we explore?

- Explore the concept of the behavioural wake and the role it plays in the impact you make
- Learn how to build self-awareness through self-reflection, the role for external feedback
- What we mean by personal impact? What opportunities do you have to make an impact?
- Recognise how to adapt your approach to different situations and different personalities
- Raise understanding of the role for Emotional Intelligence as a core relationship competency
- How to project respect, assertiveness and confidence when in stretching situations
- Understand the role for Emotional Intelligence in helping you to maintain a positive impact