

INCLUSIVE LEADERSHIP

HOW TO SPEAK UP AND LEAD SO EVERY VOICE IS HEARD

Diversity and inclusion (D&I) has become a business imperative for organizations all over the world. However there remains widespread confusion around what inclusion is and how to create it in everyday workplace situations. In short, most organizations have already made the case for the “why” of inclusion – but few have found ways to equip their people with the skills they need to be inclusive leaders.

Cutting edge digital learning design puts participants into interactive and practical learning modules that will transform their ability to create inclusive teams.

PROGRAM SCHEDULE

I. November 15, 2021:

Welcome and Program Introduction

Get started by reviewing what's included in your 4-week learning path.

II. WEEK 1: November 15 to 21, 2021

November 17, 2021: Live Session 1

Review terms and definitions and discuss the business case for D&I. Take stock of where you are now in your D&I journey and work in small groups to set your own goals for this learning experience.

Session 1: Online prework module: Why inclusive leadership now?

Learn why inclusion is a key organizational competency and why all leaders are responsible for creating it.

III. WEEK 2: November 22 to 28, 2021

November 24, 2021: Live Session 2

Discuss your experiences with unconscious bias and learn ways of practicing allyship. Work in groups to identify one specific action you can take to be better allies to your peers.

Session 2: Online prework module: Who is responsible?

Begin to explore your individual responsibilities for being an inclusive leader. Differentiate between systemic and individual responsibilities and learn why privilege and disadvantage matter at work.

IV. WEEK 3: November 29 to December 5, 2021

December 1, 2021: Live Session 3

Identify which of the 3 pillars of inclusion you need to work on the most and discuss ways in which the pillars of inclusion shape your communication and behaviour in the workplace.

Session 3: Online prework module: Adopt an inclusion mindset

Explore the internal mindset shifts that all leaders must embrace to lead inclusively. Benchmark where you're at today and make a plan for tomorrow.

V. WEEK 4: December 6 to 12, 2021

December 8, 2021: Live Session 4

In small groups roleplay workplace scenarios to practice active listening, calling in, and calling out. Work together to generate a step-by-step plan for speaking up and responding in an inclusive manner.

Session 4: Online prework module: Practice inclusive communication

Put your inclusion mindset into practice by learning how to listen actively, speak up and respond to tough feedback in the right way, and use language to demonstrate your inclusion mindset.

VI. Self-directed sustainment

Continued 1-year access to online self-learning modules to apply learning to upcoming communications.

PROGRAM SCHEDULE - 2021

Dates	Learning Activities	Format	Commitment
November 15	Module 1: Why inclusive leadership now?	Online module	2-3 hours
November 17	Live session 1	Live online session	1 hour
November 22	Module 2: Who is responsible?	Online module	2-3 hours
November 24	Live session 2	Live online session	1 hour
November 29	Module 3: Adopt an inclusion mindset	Online module	2-3 hours
December 1	Live session 3	Live online session	1 hour
December 6	Module 4: Practice inclusive communication	Online module	2-3 hours
December 8	Live session 4	Live online session	1 hour

LEARNING OUTCOMES

Upon completion of the program, you will:

- Understand the current landscape of D&I
- Gain insight into current debates within the discourse
- Clearly articulate your position on D&I
- Understand your role in creating the inclusivity you want
- Learn the tactics of inclusive communication
- Become comfortable using common and less common D&I terms
- Develop empathy, humility and respect as part of your personal brand

WHO WILL BENEFIT

Inclusive Leadership offers a learning experience that can be delivered across companies and borders. This is an immersive, interactive digital program designed to provide leaders with the concrete tools they need to become inclusive leaders who create an environment where the benefits of diversity can be realized. Inclusive Leadership enables participants to confidently get the most out of diverse teams by making every person they work with feel included.

Dates: November 2021

Program Delivery: Online

Commitment: 12 to 16 hours

Investment: \$1,295

PROGRAM INVESTMENT

Program investment is \$1,295 per participant and includes the following:

- Virtual program launch and orientation to the virtual learning platform;
- Four online units, four live interactive virtual workshops;
- All program materials, simulations, and copyrights; and
- Certificate of completion from the Haskayne School of Business

GRANT FUNDING

By registering for this program, your organization could be eligible to receive the Canada Alberta Job Grant which will cover up to 2/3 of the program cost. The funding model for Inclusive Leadership is an initial investment of \$1,295. The government will reimburse \$860 of that investment, making the final investment only \$435.

An Executive Education team member will be able to assist with the grant application process.

For more information: execed@haskayne.ucalgary.ca



*Inclusivity was always a good human decision.
Now it's a good business decision.*

This course will be led by experienced professional consultants from The Humphrey Group, Inc. Please visit the Humphrey Group's website for details: thehumphreygroup.com

REGISTER NOW

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