

Inclusive Leadership

**LEADERSHIP
DEVELOPMENT
part of our PROGRAMME**

About the programme

Imagine a workplace where every voice is heard, every talent nurtured, and every individual feels truly valued. Creating such an inclusive environment isn't just a nice-to-have – it's a critical pillar of a transformative culture that drives innovation, engagement, and success.

Our cutting-edge programme delves deep into the heart of Equity, Diversity, and Inclusion (ED&I), equipping you with the knowledge and tools to forge a happier, healthier, and more harmonious workplace. Drawing inspiration from pivotal social justice movements and grounded in principles of anti-discriminatory practice and transformative justice, this course goes beyond surface-level diversity training. You'll gain a profound understanding of heuristics, biases, and prejudices, learning how to recognise and address these challenges head-on.

Key takeaways

After completing this module, you will be able to:

- Understand the crucial role of ED&I in driving employee wellbeing and organisational success
- Develop skills to identify and tackle biases and discriminatory behaviours effectively
- Learn strategies to foster a culture of respect, empathy, and understanding
- Enhance employee engagement by creating an environment where all feel valued
- Gain practical tools to promote diversity and inclusion at every organisational level
- Align your leadership approach with principles of social justice and transformative change
- Empower your team to advocate for inclusivity and speak up against injustice

Agenda

Module 1 – Exploring Equality, Diversity, and Inclusion

Definitions, Benefits, and Barriers

Module 2 – Understanding Bias, Prejudice and Heuristics

Intro to Social Psychology, Neuroscience, Perception, Confirmation Bias, Halo Effect, Strategies

Module 3 – Cultivating Empathy, Respect and Collaboration

Active Listening, Emotional Intelligence, Valuing Equality, Strength in Diversity

Module 4 – The Inclusive Leader

Principles, Strategies, Social Identity Theory, Case Study Ex

Module 5 – Fostering an Inclusive Culture

Contact Hypothesis, Diversity Wheel/4 Layers, Psychological Safety

Module 6 – Creating a Plan for Change

Practical Ex + Application of Learning



“It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.”

– Audre Lorde

Methodology

At TCM, we specialise in crafting bespoke ENGAGE LEADERSHIP programmes tailored to your organisation's needs. Our approach includes a thorough Learning Needs Analysis (LNA) using our 5D Methodology™: Discover, Diagnose, Dream, Design, and Deploy.

In addition, our leadership programmes draw on sound theories and models such as emotional intelligence, positive psychology, coaching, appreciative inquiry, transactional analysis, and principled negotiation.



- **Transformational Leadership:** The programme integrates transformational leadership principles, fostering inspiration, innovation, and a shared vision among participants.
- **Servant Leadership:** Emphasising a non-hierarchical approach, servant leadership prioritises well-being and development.



"Great interactive & engaging training with valuable opportunities to exchange ideas with other delegates, as well as helpful materials for further reflection and development."

- Jana Witt from Cystic Fibrosis



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What happens next

- Explore the 13 other modules in our [Leadership Development Programme](https://engageleadership.com) at engageleadership.com
- Get in touch with our Customer Success Manager, **Aditi Sigar** at aditi.sigar@thetcmgroup.com and start planning your leadership journey