

# Inclusive Leadership

## Virtual Training Program

The Inclusive Leadership three-part virtual training program equips participants with the leadership skills to foster connection, activate diverse teams to drive innovation in both virtual and in-person workplaces, and champion diversity and inclusion across the organization. Participants then develop strategies to put their new leadership skills into action.



BUILD SKILLS

### Format

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40-min eLearning course

Two-hour virtual instructor-led training

Learning Application Guide

Up to 30 participants per program

### Who is this for?

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Leaders

Managers

### Learning Objectives

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- Explain the three characteristics of inclusive leadership: connection, activation, and bravery.
- Examine your team for opportunities to strengthen connection.
- Practice addressing groupthink symptoms in workplace scenarios.
- Identify behaviors and organizational practices that hinder diversity and inclusion and opportunities to improve them.
- Commit to implementing inclusive leadership actions.

### Key Content

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#### Learn

- Learn the business imperative for inclusive leadership and key research on the power of inclusive leadership in the workplace.
- Learn what the three characteristics of inclusive leadership look like in practice.
- Learn how power, pressure, and the status quo relate to diversity and inclusion in the workplace.

#### Practice

- Practice the three characteristics of inclusive leadership: connection, activation, and bravery.
- Investigate their organizational network for opportunities to strengthen individual connection in support of inclusion.
- Practice addressing groupthink symptoms in order to activate group innovation through a workplace scenario activity. In the activity, participants identify symptoms of groupthink and apply best practices to address them.
- Identify ways to improve diversity and inclusion in the areas of leadership, culture, talent, and marketplace by intervening as a brave leader.

#### Apply

- Individually and collectively commit to specific strategies to implement the three characteristics of inclusive leadership for increased inclusion and innovation in the workplace.

## Program Components

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1

### **Self-Paced eLearning**

40-min online course to set the foundation for learning

Participants complete an eLearning course with videos and interactive exercises that teach foundational concepts and ask them to reflect through individual activities.

2

### **Instructor-Led Training**

Two-hour live virtual session led by Cook Ross expert facilitator

Participants deepen knowledge and apply concepts from the eLearning through virtual small group breakout activities and receive feedback. They reflect on key learning and develop individual commitments to apply the learning.

3

### **Learning Application Guide**

Comprehensive facilitation guide to put learning into practice

The Learning Application Guide equips managers and leaders with facilitation techniques and learning activities to lead teams in collective action planning on key program outcomes. Participants collaboratively develop action plans for organizational impact.