

CULTURALLY ADAPTIVE LEADERSHIP: DIVERSITY & INCLUSION

The Need:

The term diversity, not unlike the terms change and conflict, is often a negatively charged mind-set. However, organizations are increasingly recognizing not only the need, but the benefit of diversity and inclusion. The current business and social environment is focused on 360 degree perspectives and the imperative to create diverse and inclusive cultures for a healthy and productive workplace.

This need often clashes with the mind-sets of employees and possibly even the existing culture leaving diversity and inclusion efforts nothing more than edutainment. The message sent to employees is that this is not an initiative we are taking seriously; we are just checking the boxes. But the need is real, whether examining issues regarding gender, socio-economic status, education, able-bodiedness, LGBT, non-dominant cultures, age, personality type, just to name a few.

The Objective:

The Program helps participants recognize that diversity and inclusion are key to growth and sustained achievement. In terms of inclusiveness, the ultimate goal is to move beyond acceptance and then on to inclusiveness through actions that support the fullest potential of the employee and thus the organisation.

Program Duration:

2 days (16 hours). Can be customized to 1 day.

Program Content:

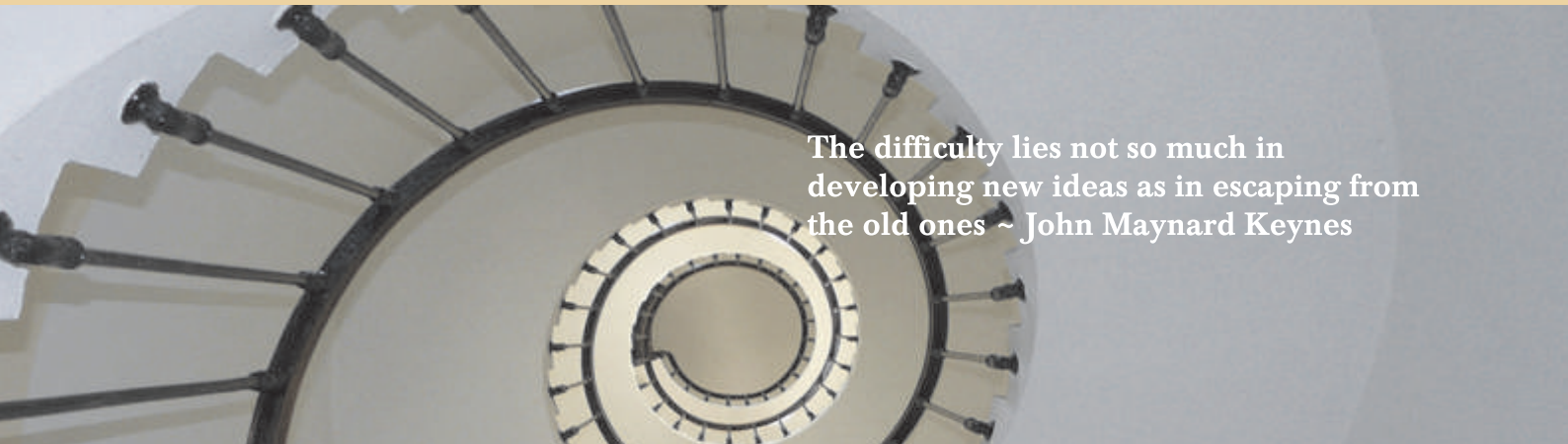
- * Examine our own sense of 'privilege' and examine the privilege of those surrounding us in the workplace.
- * Focus on each of the diversities, starting with personality type but moving to other diversities, to gain a better understanding about each one.
- * Engage in an experiential exercise to better understand the other's situation.
- * Leadership behavior change exercises will be created by each individual and reported out to the large group a few weeks after implementation of the leadership behavior change exercise.

Program Outcomes (What You Will Gain):

- * Heightened awareness regarding the different diversities
- * Empathy towards the different diversities as exemplified by actions
- * A more inclusive culture with respect to diversity

Who Should Attend:

Any Leader or Manager in an organization. The Program can be customized to the participant profile. ★



The difficulty lies not so much in developing new ideas as in escaping from the old ones ~ John Maynard Keynes