



# Inclusive Leadership Excellence™

## Diversity, Equity & Inclusion for Global Organizations (24 Hours)

Tagline: *From Awareness to Action. From Intent to Impact.*

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### TARGET AUDIENCE

- People Managers & Leaders
- HR, L&D, DEI Champions
- Client-facing & Global Teams
- Senior Individual Contributors
- Organizations operating across cultures & geographies

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### LEARNING OUTCOMES

Participants will be able to:

- Lead inclusively across **gender, culture, age, ability & thought**
- Recognize and mitigate **unconscious bias** in decisions
- Build **psychological safety & equity** in teams
- Navigate **cross-cultural collaboration** confidently
- Move DEI from **policy → daily leadership behavior**

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# PROGRAM STRUCTURE – 24 HOURS

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## MODULE 1: Foundations of DEI & Inclusive Leadership (4 Hours)



# CultureAlly



## Cognizance

- Self Regulation
- Fair Play



## Courage

- Humility
- Bravery



## Commitment

- Personal Values
- Business Case

# The Six-Factor Inclusive Leadership Model

## Collaboration

- Empowerment
- Teaming
- Voice

## Cultural Intelligence

- Drive
- Knowledge
- Adaptability

## Curiosity

- Openness
- Perspective Taking

# Unlock the Power of Diversity & Inclusion Training!



## Key Topics

- Diversity vs Equity vs Inclusion (clear differentiation)
- Why DEI is a **business imperative**, not a moral add-on
- The Inclusive Leader mindset: courage, curiosity & commitment
- Psychological safety & belonging at work

## Leadership Lens

- Inclusion as a **daily leadership behavior**
- Inclusion vs favoritism
- Why good intentions fail without skills

### Activity:

“Inclusion Moments” – participants map everyday leadership actions that include/exclude

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## MODULE 2: Inclusive Leadership Skills & Behaviors (6 Hours)

Figure 1. The six signature traits of an inclusive leader



Graphic: Deloitte University Press | DUPress.com



## 9 Psychological Safety Leadership Practices for Teams



 *Marie-Claire Ross*  
TRUSTOLOGIE®

## Core Inclusive Leadership Capabilities

- Fair decision-making
- Voice equity (who speaks, who is heard)
- Sponsorship vs mentorship
- Managing hybrid & diverse teams

## Critical Scenarios Covered

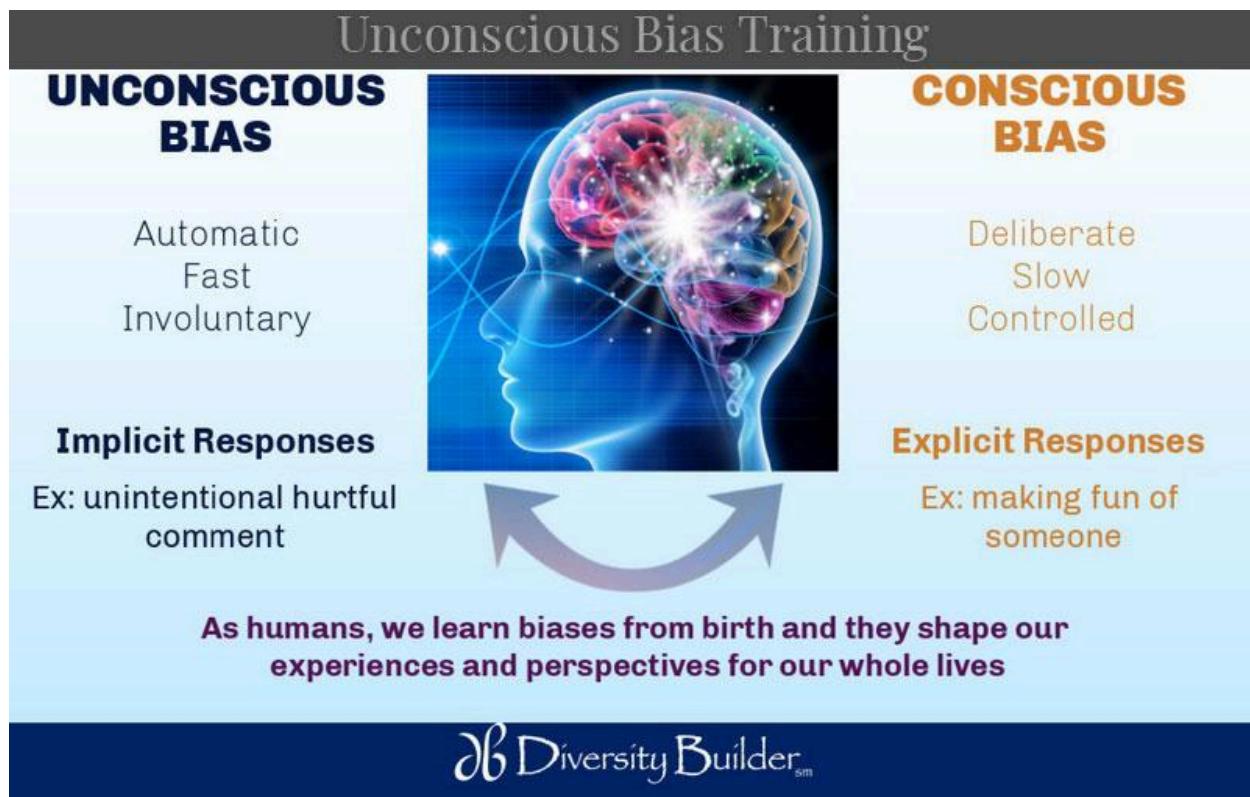
- Inclusive meetings
- Performance reviews without bias
- Delegation & stretch opportunities
- Handling micro-inequities

### **Simulation:**

Leader facilitating a meeting where voices are uneven

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## MODULE 3: Unconscious Bias Awareness & Mitigation (6 Hours)

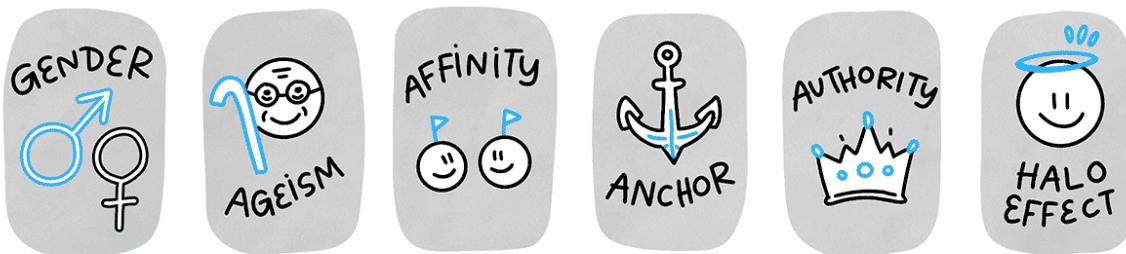


# Is implicit bias training effective?

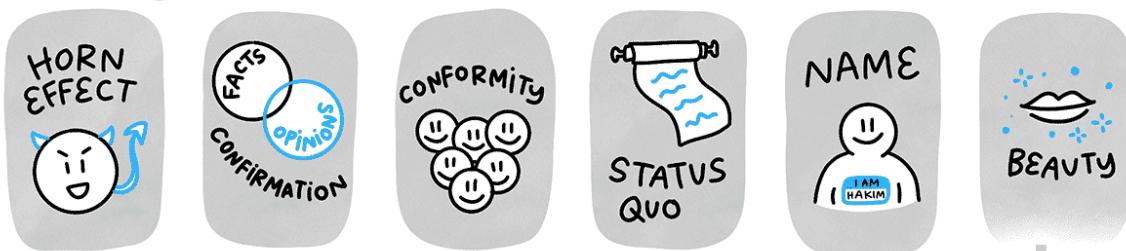
<b>Raising awareness</b>	Evidence that training can raise awareness is strong, but more research into how meaningful and long-lasting this awareness is is needed.
<b>Reducing implicit bias</b>	The most commonly used metric in studies on the effectiveness of training. The results are unpromising – large-scale studies find effects to be small or not distinguishable from zero.
<b>Reducing explicit bias</b>	This is often measured using self-reported attitudes, so accuracy is questionable and results are hard to interpret. There is no reliable evidence that implicit-bias training reduces explicit bias.
<b>Changing behavior</b>	This is the "gold standard" metric when it comes to implicit-bias training. There is no significant evidence that it can trigger behavioral change.



\*Information taken from Herbert, Frederick, "Is unconscious bias training still worthwhile?" for LSE business review (2021)



# 12 unconscious biases EXAMPLES



planio

## Understanding Unconscious Bias

- How the brain shortcuts decisions
- Difference between bias, prejudice & discrimination
- Why “I’m not biased” is the biggest risk

## Bias Types Covered

- Affinity bias
- Confirmation bias
- Halo & horn effect
- Gender, age & cultural bias
- Name, accent & education bias

## Bias in the Employee Lifecycle

- Hiring & interviewing
- Performance feedback
- Promotions & high-potential identification



**Activity:**  
Bias interruption practice using real workplace cases

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## MODULE 4: Cultural Intelligence (CQ) for Global Teams (6 Hours)

### What is Cultural Intelligence (CQ)?



**CQ - the ability to relate and work effectively in culturally diverse situations.**

**HR Concept**





## Cultural Intelligence Framework

- CQ Drive – motivation to engage
- CQ Knowledge – understanding differences
- CQ Strategy – adapting thinking
- CQ Action – adjusting behavior

## Key Dimensions

- High-context vs low-context cultures
- Power distance & hierarchy
- Time orientation
- Direct vs indirect communication

## Real-World Applications

- Working with global clients
- Leading cross-border teams
- Avoiding cultural misunderstandings
- Virtual collaboration across cultures



#### **Simulation:**

Global project team conflict across cultures

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## **MODULE 5: From Awareness to Action – Embedding DEI (4 Hours)**



# Inclusive Workforce



# Quick Start Guide to Creating a **DEI STRATEGY**

## 1 ASSESSMENT

Audit your starting point using employee surveys, demographic analysis, and focus groups.



## 2 GOAL-SETTING

Define SMART goals to close gap identified gaps. For example, "Increase leadership diversity by 20% in the next three years.

## 3

## COLLABORATION & PLANNING

## **Moving DEI into Practice**

- Inclusive policies vs inclusive behaviors
- Allyship & everyday advocacy
- Addressing resistance to DEI
- Measuring inclusion & belonging

## **Leader as a DEI Champion**

- Speaking up
- Correcting bias respectfully
- Creating accountability without fear