



# 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

01



### **Cognizance**

- Self Regulation
- Fair Play

02



### **Courage**

- Humility
- Bravery

03



### **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



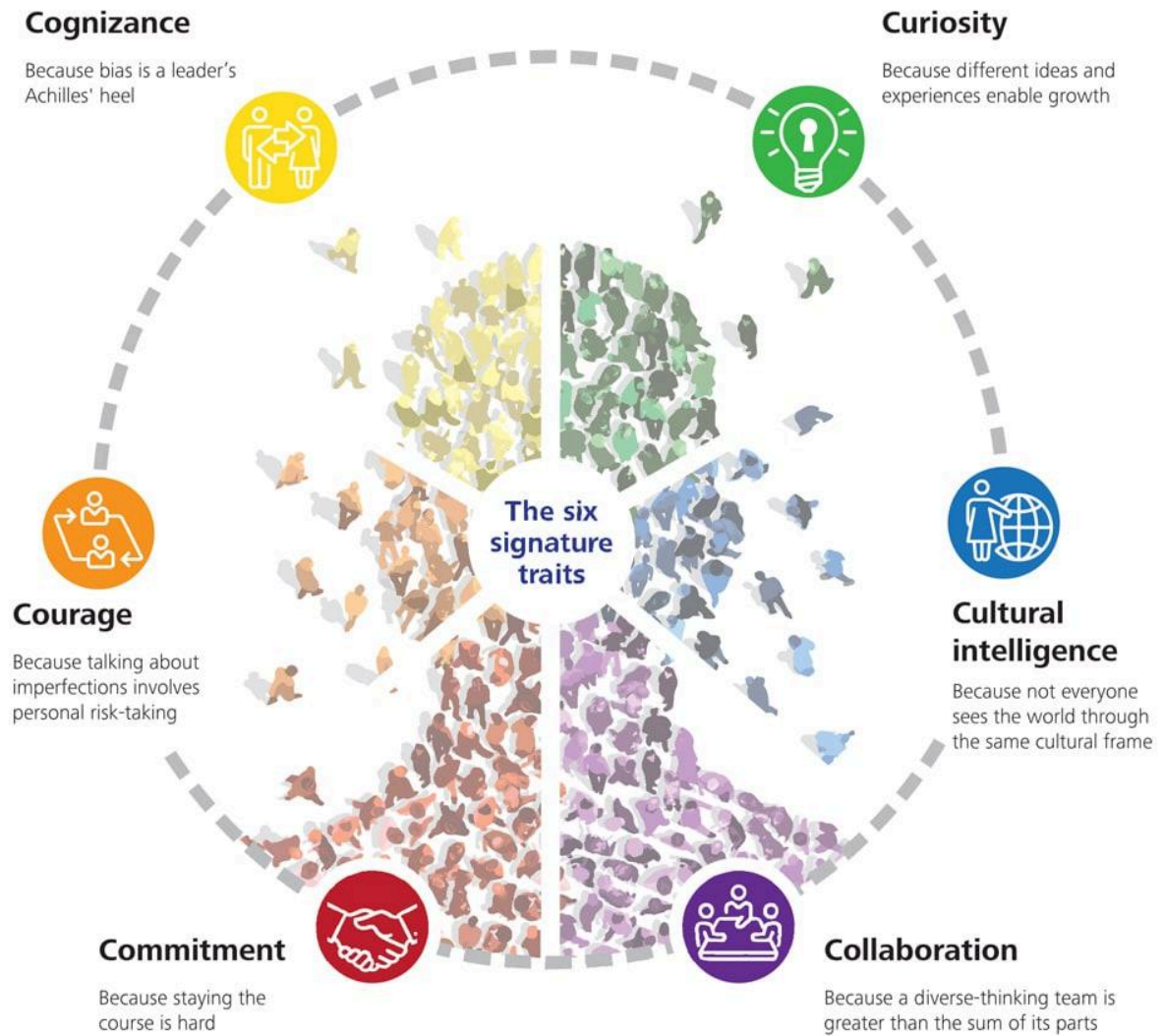
### Activity:

“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



## 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

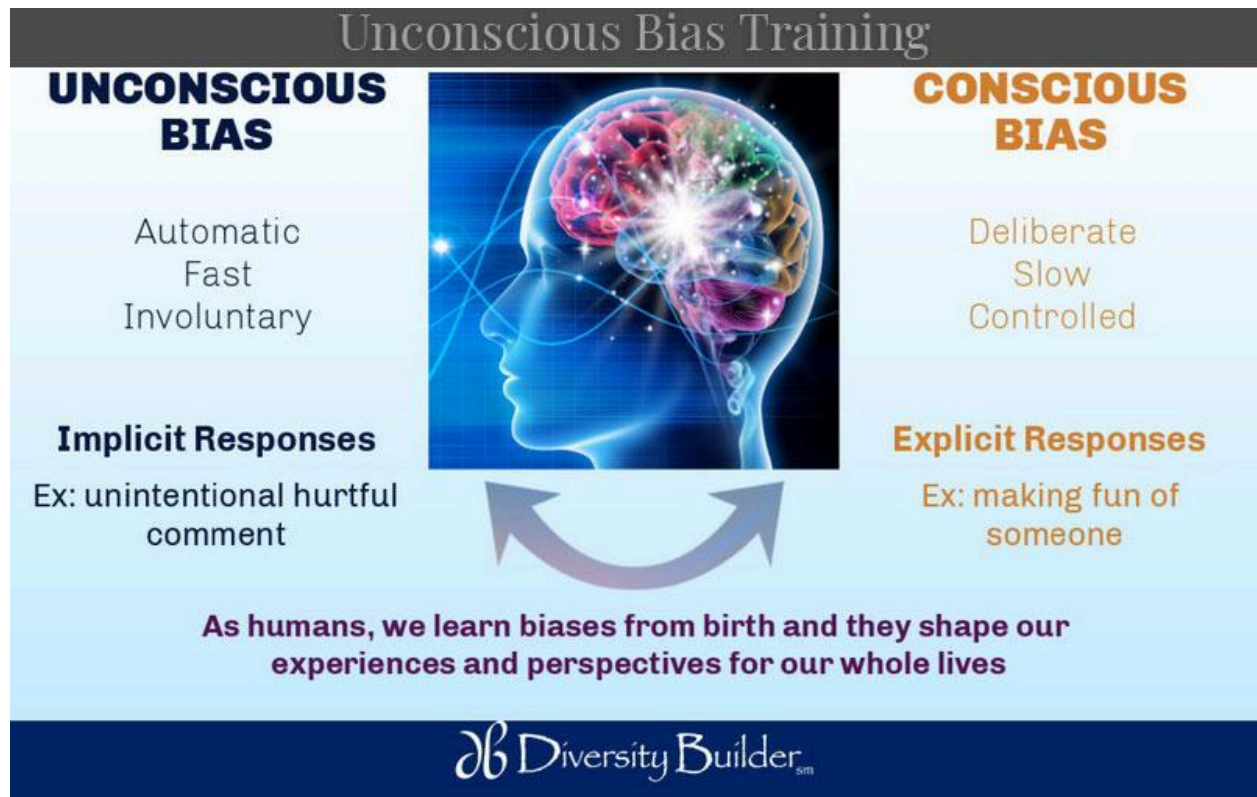


### Simulation:

Leader facilitating a meeting where voices are uneven

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





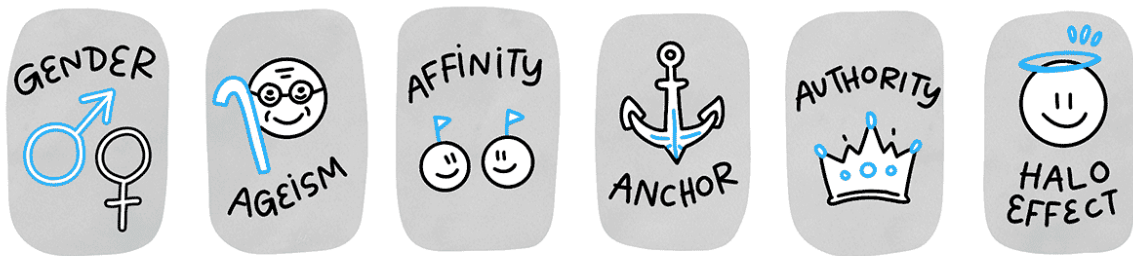
# Is implicit bias training effective?

<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.

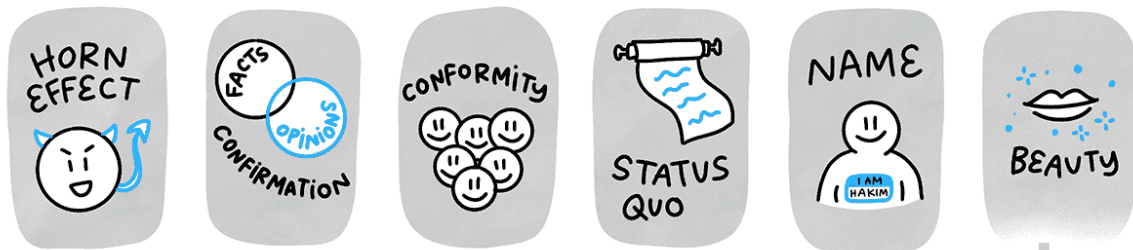


**TestGorilla**

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



# 12 Unconscious bias 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



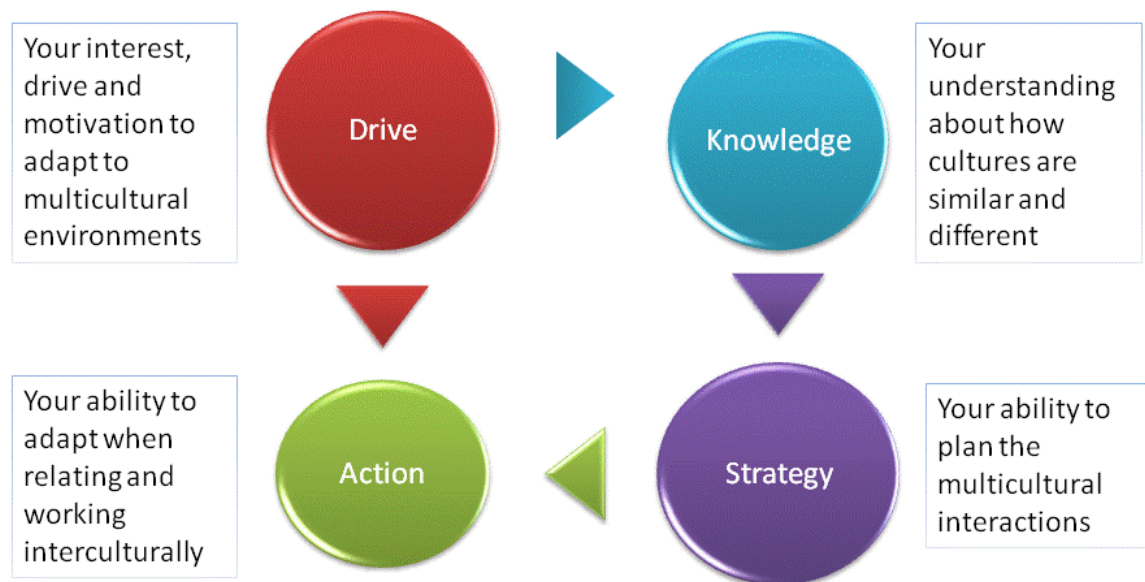
### Activity:

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)**







# 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