

€ TRAINING

The Leadership of Inclusion



2 - 6 December 2024
Geneva (Switzerland)



The Leadership of Inclusion

REF: M2081 DATE: 2 - 6 December 2024 Venue: Geneva (Switzerland) - Fee: 5940 Euro

Introduction:

This training program focuses on the principles and practices of inclusive leadership, equipping participants with the skills to foster an inclusive work environment. By emphasizing strategies for integrating diverse perspectives and promoting equity, this program empowers leaders to drive organizational success through effective and empathetic leadership.

Program Objectives:

By the end of this program, participants will be able to:

- Understand the principles and benefits of inclusive leadership.
- Implement strategies to foster an inclusive culture within their teams.
- Address and overcome challenges related to diversity and inclusion.
- Promote equitable practices and policies within the organization.
- Develop and lead initiatives that enhance organizational inclusivity.

Targeted Audience:

- Senior Leaders and Executives.
- HR Managers and Diversity Officers.
- Team Leaders and Managers.
- Organizational Development Specialists.
- Professionals involved in diversity and inclusion efforts.

Program Outline:

Unit 1:

Principles of Inclusive Leadership:

- Defining inclusive leadership and its significance.
- The impact of diversity on organizational success.

- Core competencies and traits of inclusive leaders.
- Case studies on successful inclusive leadership practices.
- Measuring the effectiveness of inclusive leadership.

Unit 2:

Creating an Inclusive Culture:

- Strategies for building and sustaining an inclusive organizational culture.
- Tools for assessing and enhancing inclusivity within teams.
- Developing policies that support diversity and inclusion.
- Best practices for promoting an inclusive environment.

Unit 3:

Addressing Diversity and Inclusion Challenges:

- Identifying common challenges in implementing diversity and inclusion strategies.
- Techniques for overcoming resistance to change.
- Addressing unconscious biases and fostering open dialogue.
- Creating support systems for underrepresented groups.

Unit 4:

Promoting Equity and Fairness:

- Understanding the principles of equity and their role in leadership.
- Designing equitable policies and practices.
- Implementing fair recruitment, promotion, and compensation practices.
- Monitoring and evaluating equity initiatives.
- Examples of successful equity promotion in organizations.

Unit 5:

Leading Inclusive Initiatives:



- Developing and leading initiatives to enhance organizational inclusivity.
- Strategies for engaging employees in diversity and inclusion efforts.
- Measuring the impact of inclusivity initiatives on organizational performance.
- Sustaining inclusivity efforts and driving continuous improvement.