


# Inclusive Leaders<sup>®</sup>

**Inclusive Leaders Program** is an interdisciplinary development course providing leaders with the skills and knowledge to create and embed an inclusive workplace culture. We know leaders are at the heart of any cultural change and so the program has been designed for all levels across an organisation, from team leaders and thought leaders to executives and the next generation of leaders.

Post-COVID, the workplace has changed. Remote and hybrid work are the norm, the rise of absenteeism, lower productivity & increased turnover stemming from burnout and poor mental health are contributing to workplace culture and business outcomes.

Drawing upon two decades of P&C advisory, we have worked with industry, analysed thousands of data points and have certified over 80 businesses through our Family Friendly Workplaces certification tool to design a DEI program that meets the needs of a modern day business.

The number one issue affecting the workplace today isn't digital transformation or cyber security or even inflation and economic down-turn. It's our people. Employee health, safety & wellbeing is now a national concern and according to the **World Health Organisation (WHO) estimated a \$1 trillion impact on productivity.**



"We find that what leaders say and do makes up to a **70% difference as to whether an individual reports feeling included.**"

HBR They Key to Inclusive Leadership report, March 2020

"Relying on EAPs (Employee Assistance Programs) are reactive and have a lagged effect. Initiatives such as free healthy office lunches or gym membership are short-lived with onus placed on individuals. The new regulations require proactive measures designed to improve "prevention" and "promotion". **The industry guidelines suggest a proactive, integrated approach to manage psychosocial hazards and risks.**

- Dr Betty Frino from University of Wollongong

A 6-part behaviour change programme, designed for all leaders in your organisation and delivered by market-leading qualified coaches and facilitators.

### Inclusive Leading

- Inclusive Leadership traits and competencies
- Inclusive leadership practices, mindset and behaviours
- Developing your own inclusive leadership style

### Cognitive Awareness

- Micro aggression
- Understanding unconscious bias
- Types of bias
- Identifying blind spots and actioning change

### Psychological Safety

- Identifying psychological risks
- Psychological safety foundations
- Creating psychological safety
- Behaviours and identifying psychosocial risks

### Flexible / Hybrid Teams

- Flexible working principles shared understanding
- Leader mindset and behaviour
- 4 Pillars of successful Flexible working
- Flexible Working Team protocols

### Leading Through Transition and Change

- Understanding transition (Parental Leave)
- Critical conversations and language
- Assumptions and bias
- Transition plans and supports

### Wellbeing and Care

- Leading to embed inclusive practices
- Empathetic leadership
- Wellbeing support and enablement
- Understanding diverse needs - conversations and behaviours



## IL<sup>o</sup> Learning Outcomes

- Understand the link between **diversity and inclusion efforts to business strategy**
- Knowledge and understanding of the **characteristic traits of inclusive leaders**
- Understanding own lens as a leader, and how to **create inclusive cultures**
- Identify and overcome **biases and triggers** that manifest in the workplace
- Best-practice tools to foster **psychologically safe environments**
- Aware of **language impact** on building inclusion and exclusion at work
- Framework for leading **Flexible Hybrid teams**
- Tools to support leading **Parental Leave Transition** and team wellbeing
- Understanding EI and **Leading with Empathy**

To find out more, please contact - [info@parentsatwork.com.au](mailto:info@parentsatwork.com.au)

Changing Places Group is an international People and Culture Advisory firm helping organisations and their people to thrive. We own and operate Parents At Work, a social impact organisation that specialises in providing inclusive **leadership programs and work and family solutions to employers** so their people can thrive at work and at home.