



THE INCLUSIVE LEADER'S JOURNEY

with Joanne Lockwood



Joanne Lockwood

Summary

This interactive workshop run as a half-day online or full-day in-person aims to create an understanding of how our biases, use of language and our own privilege can often exclude people and lead to microaggressions. Learn how you as an ally can mitigate your biases and be more supportive in society and the workplace. To be able to recognise and understand some of the ways that Inclusive Leadership underpins an organisation's culture when promoting positive people experiences.

This session focuses on how to create and lead an organisation that leverages the diverse talents of all contributors. Understand the benefits of inclusive leadership, including the positive impacts it can have on employee engagement, innovation, and creativity. We will outline a best practice framework for developing inclusive leaders in an organisation and share tips for avoiding common leadership pitfalls. The overall takeaway from this course is to be equipped with practical strategies that you can use to cultivate a more inclusive workforce.

Who is this session for?

This workshop is targeted at both aspiring and experienced leaders and managers to challenge their existing thinking and introduce alternative perspectives which they can take away and action to build Inclusion into their leadership style and organisational culture.

Synopsis

- Duration: Half-Day On-line / Full Day In-Person
- Situ: On-Line or In-Person
- Format: Facilitated Workshop with Videos, Breakouts, Q&A
- Equipment: Internet, AV, Projector & Screen
- Room Layout: Class Room w/Break Out Areas
- Audience: Workplace, Club, Organisation
- Typical Delegate Size: 12 – 16 persons
- Cost: from £POA + VAT





201

FACILITATION LEVEL

Aims and Objectives

1. INTRODUCTION

- FREDA Principles
- What is Inclusion
- What are the common pitfalls we need to avoid

2. RECOGNISE THE IMPORTANCE OF BASIC EMPLOYEE HYGIENE FACTORS

- Establishing the importance of an inclusive culture
- Recognising the need to build psychological safety and trust
- Understanding the fundamentals elements to a psychologically safe environment
- What are the key attributes of an inclusive leader

3. NURTURING INCLUSIVE LEADERSHIP TRAITS

- What is inclusive leadership and why does it matter
- Understanding the core elements of an inclusive culture
- Overcoming the fear of saying or doing the wrong thing
- Highlighting the key traits of successful inclusive leaders

4. FUNDAMENTALS OF EMPLOYEE MOTIVATION AND COMMUNICATION

- Why Emotional (EQ) and Cultural (CQ) Intelligence is important
- Consider Intent, Impact and Accountability
- How conscious inclusion builds a positive workplace culture

5. BECOMING AN INCLUSIVE LEADER

- Recognising different leadership styles and when they are appropriate
- Understanding how leaders influence culture
- Learning how we get insights into our culture?
- Being able to measure and understand employee belonging
- Challenging toxic behaviour and disruptors to team culture

6. REFLECTION AND ACTIONS

- Commitment to "What can I do" / "What can we do"
- Reflection on personal learning and takeaways
- Top Tips and Takeaways
- Commitment to action



These 201 facilitation-level intermediary sessions are either standalone or are often used as a kick-off to a D&I consultancy engagement and programme to set the scene and bring people to the same level of knowledge and understanding.

They are generally delivered either as half-day or full-day standalone deep-dive workshops that contain a presentation, interaction, video, games and facilitated round table discussions, together with actions, takeaways, summarisations and agreement on the next steps and priorities.

Typically sessions have between 15 and 20 people and are often most relevant for leaders and those with people or customer responsibility.

What people have said about the session...

“

I thought it was a valuable course that raises awareness around the lived experience of the trans community and the challenges the community faces. I would highly recommend this talk.

”

*Louisa Coyle,
NUI Galway*

“

Joanne's openness and clear explanations were exactly what was needed for the topic. I consider myself a trans ally and I still learnt a lot. Also just having a talk like this and seeing the number of people who attended has really opened up the conversation at our organisation.

”

*Claire Hazelton,
Siemens Healthineers*

“

Don't hesitate - sign up! It is no surprise that colleagues have described Joanne's sessions as the best they've ever attended.

”

*Adam Watkins,
NHS England-South Region*





P R O M O T I N G

Positive People Experiences

SEE Change Happen is an Inclusion and Belonging consultancy, that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

We offer best-practice consultancy including developing workplace policies, inclusion and ally strategies, and support and mentoring; professional keynote speaking for conferences or events; and workshops and training for crucial learning and development.



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