



WORKSHOPS

TRAINING & SPEAKING

YOUR JOURNEY TO CONCIOUS INCLUSION

with Joanne Lockwood



Joanne Lockwood

Summary

This intermediary workshop, typically run as a whole day in person or half-day online, aims to be able to create an understanding and confidence in championing how a fully inclusive workplace and culture will allow people to thrive and perform at their best.

Who is this session for?

This session is most suited for managers, HR professionals or business owners to understand their responsibilities to embrace an inclusive and diverse workforce. To become challenged and to shift thinking into a more consciously inclusive mindset.

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. UNDERSTANDING OUR INDIVIDUALITY

- The Power of Listening
- FREDA Principles
- Understanding our own identity
- Definitions of Diversity and Inclusion
- Dimensions of Diversity
- Understanding your own "Why of D&I"

2. INCLUSION vs EXCLUSION

- What does inclusion mean and what does it feel like
- Becoming Holistic, Active and Deliberate in our thinking
- Moving beyond the 9 Protected Characteristics

3. RECOGNISING OUR BIASES

- What are biases and blindspots and the sources?
- How we can challenge our thinking and perspectives
- Recognising biases that are common in the workplace
- How we can tackle and mitigate the impact of bias

4. POWER, PRIVILEGE AND INTERSECTIONALITY

- Understanding the definition of Privilege and how it impacts
- Explore how power dynamics can impact
- How we can use our privilege to create equity and level up
- Understand how our characteristics layer intersectionally
- Recognise institutional and societal constructs that impact

5. INCLUSIVE LEADERSHIP

- Understand the core attributes of Inclusive Leadership
- Recognise why skills such as Emotional and Cultural Intelligence are key
- Understand the importance of adaptive and person-centric communications

6. THINKING INCLUSIVELY

- Understanding Conscious Inclusion
- Recognise the importance of Inclusive Design
- Nurturing a culture of belonging and psychological safety
- Develop an awareness of Mental Health and basic hygiene factors

7. 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.



You can email us...
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