
Leading a Culture

PROGRAM OVERVIEW:

Understanding and bringing to life diversity, inclusion and belonging is critical to the experience and success of employees, leaders, teams and organisations.

This session helps leaders and teams mitigate the biases that negatively affect people and business decisions so that they can be more innovative, adaptable, and effective. You can earn professional development training, [here](#).

KEY LEARNING OUTCOMES:

- Understand the impact of diversity, inclusion and belonging on individuals, teams, and organisations
- Be more aware of your thinking patterns, language and behaviour
- Consistently create a psychologically safe environment for high trust and belonging to exist
- Be more aware of your thinking patterns, language and behaviour
- Notice when bias is at play in your own thinking, your team, processes and projects, and your organisational culture
- Create an inclusive environment as we work in a hybrid environment.

WHO SHOULD ATTEND?

- All people leaders.

PROGRAM INCLUSIONS:

- Workshop notes capturing key details, concepts and tools
- Insights to action worksheet to inspire and motivate changed thinking and behaviour.

DURATION:

- 1x half day.

PROGRAM PREREQUISITES:

There are no prerequisites for this program. Participants are advised to bring relevant workplace examples and challenges that they can focus on throughout the program.

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DETAILED PROGRAM OUTLINE:

Workshop 1: The Value of Diversity

- Understanding the ways in which a culture of diversity and inclusion impacts people, projects and business.
- Uncovering and personally connecting why diversity, inclusion and belonging is critically important to individuals, teams and organisations.

Workshop 2: Getting The Environment Right

- Uncovering the components of psychological safety as the keys to an inclusive workplace and how we can all take action to create the right environment for inclusion and belonging to exist and thrive.
- Connecting the components of psychological safety to our own experiences and behaviours and taking ownership for creating a psychologically safe environment in our day to day work.

Workshop 3: The Human Side of Bias

- Exploring the neuroscience of different forms of bias and how we can develop the cognitive and emotional skills to combat bias and create sustainable inclusivity.

Workshop 4: Insights to Action & Leading Diversity, Inclusion & Belonging

- Translating our insights into action by prioritising and committing to 2 to 3 practical actions to leverage strengths and grow inclusion in their team and organisation.