

## Inclusive Leadership: *Crafting Your Leadership Style*



This two-hour, virtual instructor-led training is the first module in the *Leading With Inclusion* suite. This engaging module brings to life the complex concept of inclusion, gives participants practical tools for understanding the benefits of a diverse team, and highlights best practices that Catalyst research has identified.

Emerging leaders will gain:

- An awareness of unconscious biases in the workplace and their impact.
- The ability to define inclusion and diversity.
- Strategies for how to lead more inclusively at work.
- A firm grasp of the competencies of an inclusive leader.
- An understanding of Catalyst research findings and their significance in day-to-day work.

For more than 50 years, Catalyst's cutting-edge research and advice has helped leading companies understand the value of diversity and has provided solutions for creating equitable workplaces.

The organisation will benefit from:

- Greater engagement and workforce participation.
- A stronger talent pipeline.
- Respect from employees, clients, and investors as a leader in creating workplace inclusion.
- Increased innovation, retention, and team citizenship.

### PRE-WORK

This course uses a 20 minute pre-work assignment to help focus the learners while in the session. It includes:

- A case study that asks participants to select the "best" employee from a hypothetical pool of candidates for an overseas work assignment.
- A team diagram that gives participants an opportunity to reflect on what they know about their current team members' diversity.
- A checklist of inclusive leadership behaviours that participants can use to assess their current leadership style.



Catalyst's research demonstrates that organisations that build inclusive leaders increase innovation, return on equity, engagement levels, and productivity.

## UNIQUE PARTICIPANT FEATURES

- The opportunity to reflect on their current team members' diversity and assess their current leadership style.
- Discussion of the challenges and benefits of inclusive leadership.
- The "Uniqueness" and "Belongingness" grid.
- Case study: Which team member will you choose for a high-profile, overseas assignment?
- Four strategies for being more inclusive.
- Breakout group discussions on actions for application.

## DURATION

This course has a 2-hour agenda.

## TARGET AUDIENCE

Emerging managers, first level managers, mid-level managers

## CLASS SIZE

This course is designed for up to 20 participants.

## AVAILABLE LANGUAGE

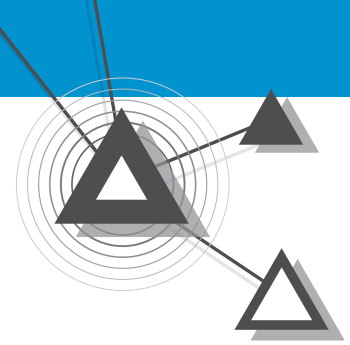
English

## ABOUT CATALYST

Catalyst's pioneering research, tools and services, special events, and recognition programmes are designed to support organisations and individual leaders in the creation of inclusive workplaces where all talent can thrive. Catalyst raises awareness of how diversity benefits today's global businesses, and provides guidance on how to enact real change.

Founded in 1962, Catalyst is the leading nonprofit organisation expanding opportunities for women and business. With operations in the United States, Canada, Europe, India, Australia, and Japan, and more than 800 member organisations, Catalyst is the trusted resource for research, information, and advice about women at work. Catalyst annually honors exemplary organisational initiatives that promote women's advancement with the Catalyst Award.

More information can be found at [Catalyst.org](http://Catalyst.org).



# CATALYST

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