



Leveraging Differences: *Increasing Innovation through Intentional Inclusion*

This half-day, instructor-led training is the third module in the Leading With Inclusion suite. Highly experiential in nature, this course is designed to connect the concepts of inclusive leadership and innovation. Catalyst research shows that when employees feel included, they are more likely to innovate, and contribute to their teams. This course equips managers with tools and strategies to create the space where innovation can happen.

EMERGING LEADERS WILL GAIN:

- An understanding of how inclusive leadership can foster innovation
- An approach to creating a “safe space” where innovation can happen
- Coaching strategies for ensuring team members leverage and learn from mistakes
- Tactics for increasing inclusive behaviour to inspire innovation
- An understanding of Catalyst research findings and tools for practical application in day-to-day work

THE ORGANISATION WILL BENEFIT FROM:

- Teams and individuals who are more innovative
- Increased retention, team citizenship, satisfaction, and contribution
- Empowered managers
- Greater engagement and workforce participation
- A better place to work

UNIQUE PARTICIPANT FEATURES:

This course is grounded in Catalyst’s model of inclusion. Catalyst’s most recent research found that leaders who exhibited the EACH mindset of empowerment, accountability, courage and humility created a sense of safety for their employees. Cultivating that safe space led individuals to feel included, and when they felt included, they reported innovating more. The model, and the concepts therein, are grounded in Catalyst research.

The experiential nature of the course allows emerging managers to not only learn strategies and tactics for being more inclusive, but to also feel the impact of them in the classroom. This allows participants to engage with the content, connect to its value, and practice strategies and approaches with colleagues.



PARTICIPANTS WILL BE ABLE TO:

- Articulate the competencies of an inclusive leader
- Apply strategies to create and sustain a safe space of inclusion that inspires innovation
- Surface assumptions and biases that limit thinking and block innovation
- Leverage mistakes and achievements to learn and innovate
- Develop tactics to transition from brainstorm to commitment



DURATION:

This course has a 4-hour agenda

TARGET AUDIENCE:

Emerging managers, first level managers, mid-level managers



CLASS SIZE:

This course is designed for up to 25 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.



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