

Making Your Leadership Stand Out: *Influencing Inclusion Across the Enterprise*

This half-day instructor-led training is the sixth module in the *Leading With Inclusion* suite. In this course, participants explore how they can influence inclusion within their teams and across their organization. The session equips participants with tools to be more inclusive in their own leadership style and with skills to influence inclusion across their organization.

Participants will reflect on their role in creating more inclusive cultures, and apply an inclusion change framework to their own organization's inclusion challenges. Catalyst research has found that very few people are involved in organizational inclusion initiatives, and this learning experience equips emerging leaders with the tools they need to take responsibility for and involve others in creating an inclusive work environment.

EMERGING LEADERS WILL GAIN:

- An awareness of the benefits of building an inclusive culture for themselves, their teams, and their organizations
- An understanding of the business case for inclusion
- An approach for using inclusive leadership competencies and handling resistance to inclusion efforts
- A framework for interrupting organizational inequities and implementing more inclusive practices
- An understanding of Catalyst research findings and tools for practical application in day-to-day work

THE ORGANIZATION WILL BENEFIT FROM:

- Leaders who advocate for inclusion in their teams and throughout the organization
- Increased retention, team citizenship behaviors, satisfaction and contribution
- Managers who understand how inclusion can make a difference to their teams and organizations and who are equipped to be more inclusive
- Greater engagement and workforce productivity
- A better place to work



UNIQUE PARTICIPANT FEATURES:

This course starts with an exploration of the benefits of inclusion for leaders, their teams, and the organization, at large. Participants practice responding to a series of challenges using inclusive leadership competencies grounded in Catalyst research. This course utilizes Catalyst's framework of five actions that support successful inclusion efforts. Participants apply the framework to a case study. They then apply the approach to their own organizations and discuss what actions they can take to create a more inclusive workplace. In addition, they practice handling resistance to their inclusion efforts and action plan for what inclusive leadership actions they will take going forward.



DURATION:

This course has a 2-hour VILT 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



PARTICIPANTS WILL BE ABLE TO:

- Articulate the business case for inclusion
- Demonstrate inclusive leadership behaviors
- Recognize the importance of involving others in cultivating an inclusive work environment
- Handle resistance to inclusion efforts

ABOUT CATALYST

Catalyst's pioneering research, tools and services, special events, and recognition programs are designed to support organizations 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 organization expanding opportunities for women and business. With operations in the United States, Canada, Europe, India, Australia, and Japan, and more than 800 member organizations, Catalyst is the trusted resource for research, information, and advice about women at work. Catalyst annually honors exemplary organizational initiatives that promote women's advancement with the Catalyst Award.

More information can be found at Catalyst.org.



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