

1 DAY

INCLUSIVE LEADERSHIP



Management & Leadership Course

LEARNING OUTCOMES

- Understand what inclusive leadership involves and why it is essential for organisational success.
- Recognise behaviours, language and systems that promote or hinder inclusion.
- Demonstrate empathy, cultural awareness and curiosity in everyday leadership.
- Identify unconscious biases and apply strategies to minimise their impact.
- Embed inclusive practices into team culture and develop a personal plan for ongoing improvement.

COURSE OVERVIEW

Creating an inclusive organisation takes more than policies—it requires leaders who intentionally build environments where everyone feels valued and able to contribute. This course helps leaders understand what inclusive leadership looks like, moving beyond basic diversity concepts to create workplaces where different perspectives strengthen performance. Through practical tools and reflection, participants learn to model inclusive behaviours, challenge assumptions and foster cultures where diversity is a genuine asset. Leaders leave with the mindset and daily practices needed to help people thrive because of their differences.

TOPICS COVERED IN THIS COURSE

Defining Inclusive Leadership

Learn what inclusion looks like in practice and how inclusive leadership aligns with and strengthens diversity efforts.

The Critical Need for Inclusive Leadership

Explore how inclusive practices influence culture, performance and engagement, and understand the consequences of neglecting them.

Compassion and Empathy in Difficult Situations

Discover six core traits of inclusive leaders and how empathy, openness and cultural intelligence support inclusive decision-making.

Challenge Your Unconscious Biases

Understand how different types of bias shape judgement and learn practical techniques to recognise, question and reduce their influence.

Developing Inclusive Behaviours and Language

Learn how everyday communication choices either enable or obstruct inclusion and practise more intentional, empowering language.

Collaboration Across Differences

Explore how to work constructively with diverse perspectives, build trust within teams and create space for all voices to be heard.

Creating Strategies to Drive Inclusive Leadership

Identify ways to foster an inclusive culture organisation-wide and understand the gap between stated values and the behaviours that truly demonstrate them.

Embedding Inclusion into Everyday Leadership

Develop a sustainable action plan that integrates inclusive habits into daily leadership practices and supports long-term cultural change.