

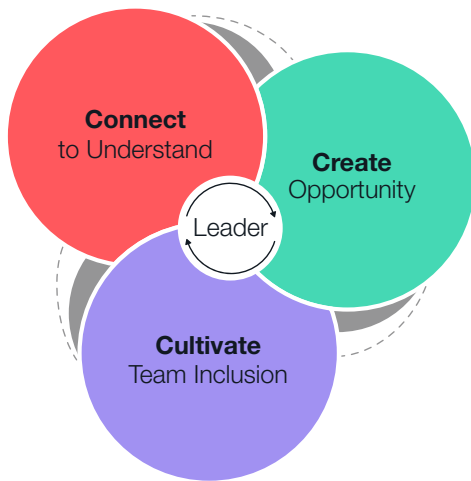


# Inclusive Leadership:

Practical Ways to Cultivate Inclusion & Build a Better Team™



Many organisations are focused on building diverse and inclusive cultures. To support that, they've made progress on building more diverse teams; but is diversity enough? Not according to employees. Their workplace might be more diverse, but their experience is not always inclusive.



Workplace experience shapes whether people remain and thrive—and no one influences that experience more than leaders. Teams with inclusive leaders report higher performance, better decisions, and more collaboration. But many leaders don't know what to do differently to be more inclusive.

*Inclusive Leadership: Practical Ways to Cultivate Inclusion & Build a Better Team™* shows leaders that leading inclusively isn't about doing more. It's a way to prioritise inclusion in daily behaviours to disrupt bias and create an environment where everyone feels valued and sees an opportunity to thrive.

Teams with inclusive leaders are\*

**17%**

more likely to report that they are high-performing.

**20%**

more likely to say they make high-quality decisions.

**29%**

more likely to report they are behaving collaboratively.

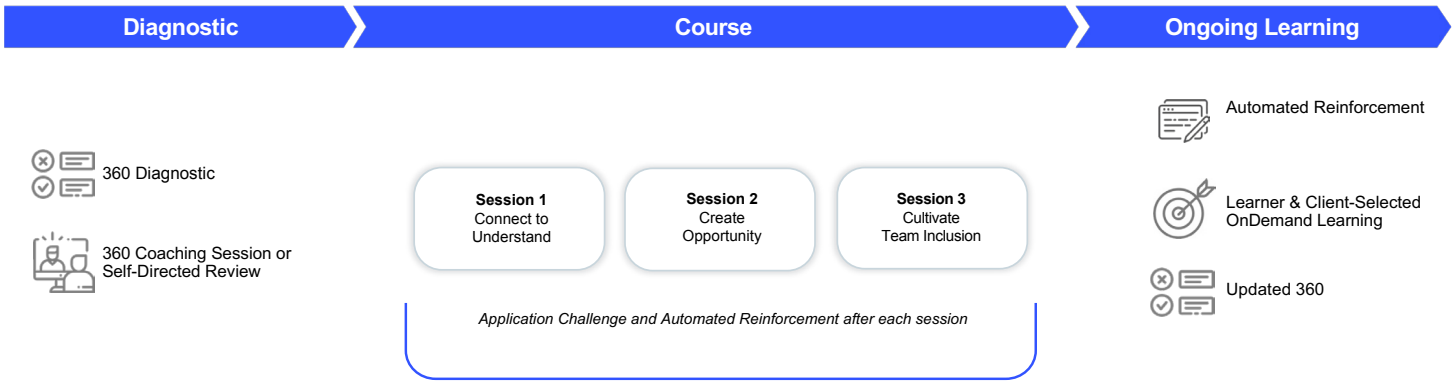
Challenge	Solution
Leaders form strong connections with some team members but keep discussion surface-level and “efficient” with others, limiting their engagement and contribution.	Connect to understand every team member by choosing curiosity to learn their unique interests, skills, and vision for their future.
Leaders rely on assumptions—which are susceptible to biases—that cause them to overlook potential on their team.	Create opportunity by looking for potential in every team member, addressing any barriers to success, and advocating for them along the way.
Many team members feel a lack of belonging on their teams with little optimism it will improve.	Cultivate team inclusion by engaging the team to define specific behaviours that will shape and sustain a culture of belonging.

## Delivery Options

*Inclusive Leadership* consists of three sessions and is available in multiple learning modalities, each includes reinforcement microlearning.

Live In-Person	Live-Online	OnDemand
Three 90-minute sessions	Three 90-minute sessions	Three 30-minute modules

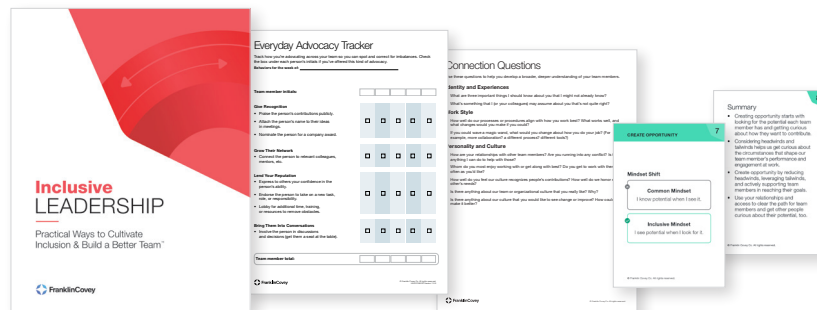
## Example Course



Session	Participants will be able to:
Connect to Understand	<ul style="list-style-type: none"> <li>Understand why leading inclusively is a core leadership skill.</li> <li>Build meaningful connections with each team member to increase understanding of their needs.</li> </ul>
Create Opportunity	<ul style="list-style-type: none"> <li>Disrupt the influence of bias while evaluating team members' contributions and potential.</li> <li>Advocate for each team member consistently and frequently to increase their visibility.</li> <li>Assign work with the intent of helping people develop and display their potential.</li> </ul>
Cultivate Team Inclusion	<ul style="list-style-type: none"> <li>Model inclusive behaviours during daily interactions.</li> <li>Work with their team to identify and commit to inclusive culture-building behaviors.</li> <li>Effectively offer redirecting feedback on non-inclusive behaviours that impact the team's culture.</li> </ul>

## Product Components

- Participant Guide
- Inclusive Leadership Cards
- Tools



The FranklinCovey All Access Pass® allows you to expand your reach, sustainably impact performance, and achieve breakthrough results. It provides access to a vast library of FranklinCovey content, including assessments, training courses, tools, and resources available Live In-Person, Live-Online, and OnDemand. For more information, contact your FranklinCovey client partner, visit [franklincovey.co.nz](http://franklincovey.co.nz), or call 0800 475 078

\* Bourke, Juliet. "The Diversity and Inclusion Revolution: Eight Powerful Truths." Deloitte, January 22, 2018.