

Inclusive Leadership Coaching

The offering

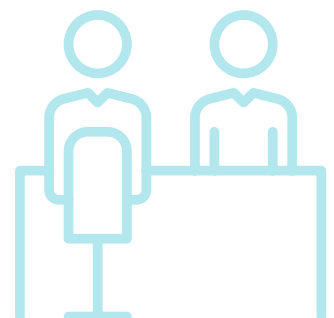
One-on-one coaching with leaders to build their skills and capability in leading diverse teams and in inclusive decision-making.

Coaching is an essential part of a leader's learning process and development, providing insights, tools, and knowledge to develop their capability to solve problems, source new ideas from multiple perspectives and lead teams inclusively. We work with individuals to explore the attributes, mindset, and skills required of an inclusive leader in 2018 and beyond in rapidly-evolving workplaces.

With greater scrutiny of decision-making in organisations, changing expectations of employees and the market, combined with workplaces become increasingly diverse, inclusive leadership coaching is critical for optimal executive performance.

Approach

Coaching can be conducted as a stand-alone program (typically 6 sessions over six months) or as a follow up to our 'Inclusive Leadership: Challenging Unconscious Bias' workshop to strengthen the learning opportunities through more in-depth, one-on-one conversation for leaders who may benefit from customised input.





What's the value?

Provides leaders with an opportunity to:

- Reflect on their own behaviours and identify opportunities to modify them to lead more inclusively
- Build internal and external self-awareness
- Understand the mindset and attributes of an inclusive leader
- Recognise ways they may unintentionally exclude others (particularly those not in their in-group)
- Acquire skills for getting valuable input from their teams and helps them with communicating decisions
- Learn about cognitive biases that may affect their decision-making
- Explore social biases such as gender and cultural stereotyping in depth
- Develop skills in perspective taking (suspending judgement; checking understanding; conveying empathy)
- Understand the impact of micro-inequities and practise applying micro-affirmations to encourage a sense of belonging and inclusion in their teams

What's important for a successful coaching experience?

- Your leaders are motivated to learn and grow
- Good chemistry and trust with the coach and leader
- Strong commitment from the organisation to progressing diversity and inclusion
- Deep specialist knowledge by the coach and ability to explore diversity and inclusion challenges sensitively and confidentially.

CONTACT US

To find out more please contact our office on **1800 571 999**

Framework

Diversity Partners uses the McKinsey “Decoding Leadership: What Really Matters” global research model as the framework.

This research found four key behaviours explain nearly 90% of variance between strong and weak leadership effectiveness.

SOLVING PROBLEMS EFFECTIVELY	Learning about cognitive biases that affect problem solving
OPERATING WITH A STRONG RESULTS ORIENTATION	Taking personal responsibility for action and understanding how to hold others accountable
SEEKING DIFFERENT PERSPECTIVES	Learning about perspective taking and actions to avoid bias
SUPPORTING OTHERS	Understanding the challenges and opportunities in collaborating with team members

We also draw on research by Catalyst showing that empowerment, humility, courage, and accountability are the key behaviours that predict feelings of uniqueness and belonging.

DIAGNOSTIC TOOLS

- Inclusive Leader Self-Assessment developed by Diversity Partners
- Leadership Shadow (CEW)
- MBTI
- Life Styles Inventory™ (LSI) by Human Synergistics

COMPLEMENTARY OFFERING

We also conduct ‘live bias’ reviews by observing leadership teams in practice, helping them to identify when biases and stereotypes may be limiting decision-making in general, and diversity and inclusion progress in particular.