

Inclusive leadership workshop: challenging unconscious bias

Practical skills and actions

(Leadership teams)



WHY

A diverse workforce and inclusive work environment brings numerous benefits for organisations.

A key component of building a diverse and inclusive workplace is recognising and challenging unconscious bias. Unconscious bias can affect business decisions and inhibit diversity progress.

Building the skills of leaders to challenge unconscious bias, and adopt consciously inclusive behaviours and actions, is fundamental to sustainable cultural change.

DESCRIPTION

This workshop follows on from the Inclusive Leadership awareness session. The session builds on the learnings from session one, as well as individual assessments and debriefs completed in between workshops.

The emphasis is on:

- Sharing actions put in place since the initial awareness workshop
- Challenges faced in applying the learning
- Practising inclusive leadership behaviours and actions in the workplace.

Three tools are introduced in this workshop: perspective-taking, implementation intention planning, and micro-affirmations. Case studies and examples of practical actions are tailored to address client needs.

This is a highly interactive session in which the facilitators work in response to the group's specific issues that are raised during the session.

APPROACH

During the program, participants have the opportunity to reflect, share experiences, and consider how they can hold themselves and other leaders and managers accountable for positive change.

The design allows for safe and expertly facilitated conversations, and has several opportunities for reflection and action planning, both individually and as a group.

The ideal length of the workshop is 1.5 hours, with a group size of 12 – 20 people.

DELIVERABLES

By the end of the session, participants will be able to:

- Challenge their own biases and behaviours and identify opportunities to apply their learning in everyday situations
- Develop or modify existing processes and practices to reduce unconscious biases in talent management and business processes generally
- Share challenges and ideas with peers to create sustainable change across the organisation
- Coach others to demonstrate inclusive leadership behaviours.

ABOUT US

Diversity Partners is a highly respected consulting firm helping businesses develop a more diverse workforce, and more inclusive and flexible workplace.

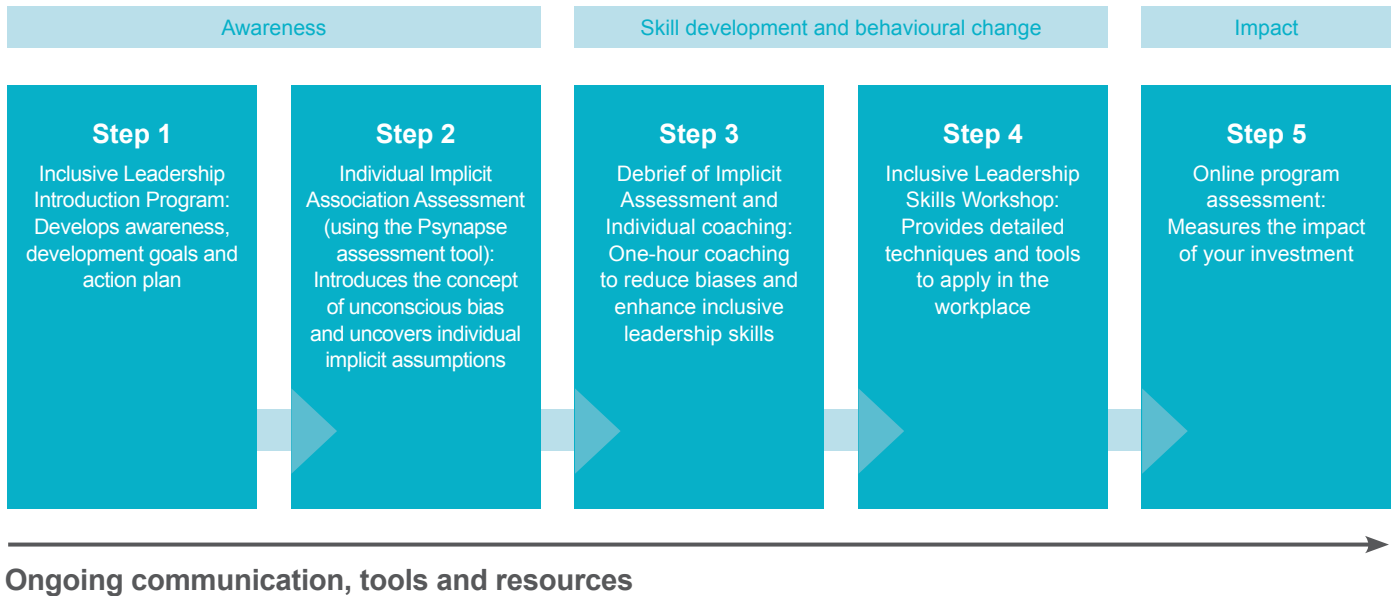
For more information: please call our office on 1800 571 999 or email info@diversitypartners.com.au

PRE-WORK AND OVERALL FRAMEWORK

Completion of Workshop 1 (Awareness) is essential. We also recommend completion of an online implicit assessment, and debrief, as outlined in the diagram below.



DEVELOPING YOUR INCLUSIVE LEADERSHIP CAPABILITY



NOTES
