



Inclusive Behaviors

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Introduction



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The current reality

Only **50%** of employees trust their organization.

55% of workers agreed that their employer thinks their workplace environment is mentally healthier than it actually is.





The metamorphosis of DEI

Single learning events --> continuous learning.



Training trends

The 4 Most Popular Training Topics

-  Communication skills
-  Change management / leading change
-  Coaching for performance improvement
-  Teamwork and collaboration

Emerging Topics

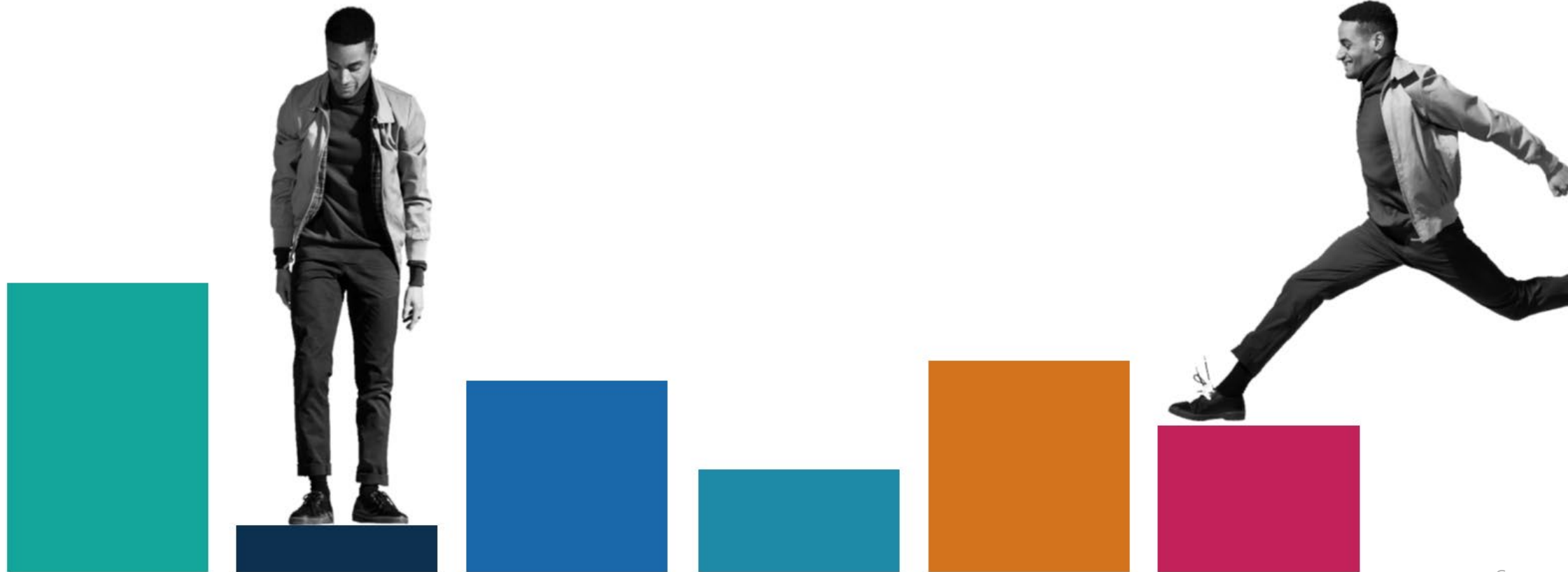
-  Agile leadership
-  Emotional intelligence
-  Virtual / remote leadership
-  New leader fundamentals
-  DEI



Merriam Webster's word of the
year for 2023 was...

Authenticity

Inclusion at work isn't just a one-and-done deal.
It's a living, breathing journey that needs everyone
on board, from the intern to the CEO.



Poll Question

To what extent do your leaders understand what inclusive leadership is?

- Not at All
- Somewhat
- Well
- Very Well

Our Inclusive Behavior Framework

Empathy

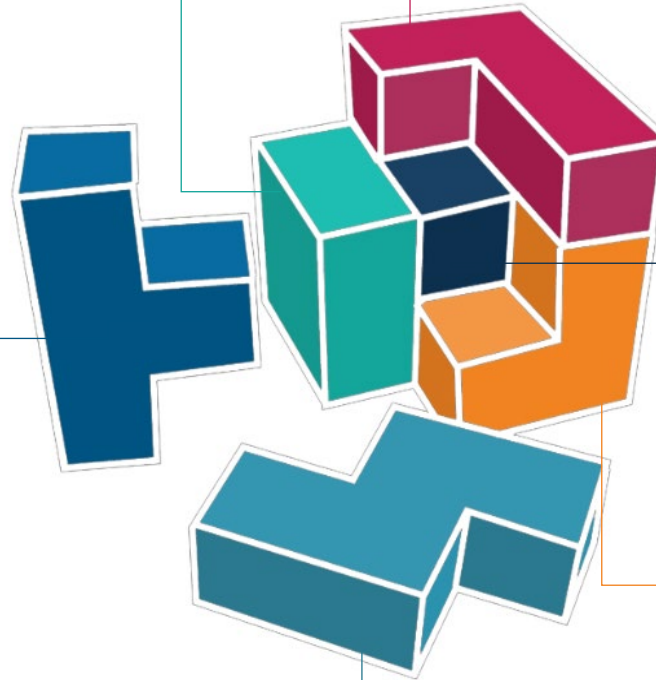
Showing a willingness to understand the world through the experiences of others, exploring them deeply and taking time to reflect on what they mean in terms of relationships, access, opportunities and safety. Learning and acting upon developed understanding.

Cultural Curiosity

Showing an ability to appreciate the variance in cultures present across individuals within the organization. Displaying deep understanding of them and how being adaptable flexing approaches to suit them will benefit outcomes.

Collaboration

Showing an interest in different ideas and perspectives, flexing personal style and practices to fit the working and thinking of others. Being aware, present and engaged in all aspects of collaboration.



Authenticity

Showing belief in inclusion through consistent words and actions that reflect a true desire to support others and advocate for change.

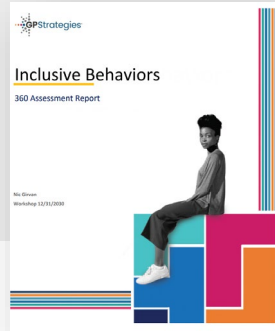
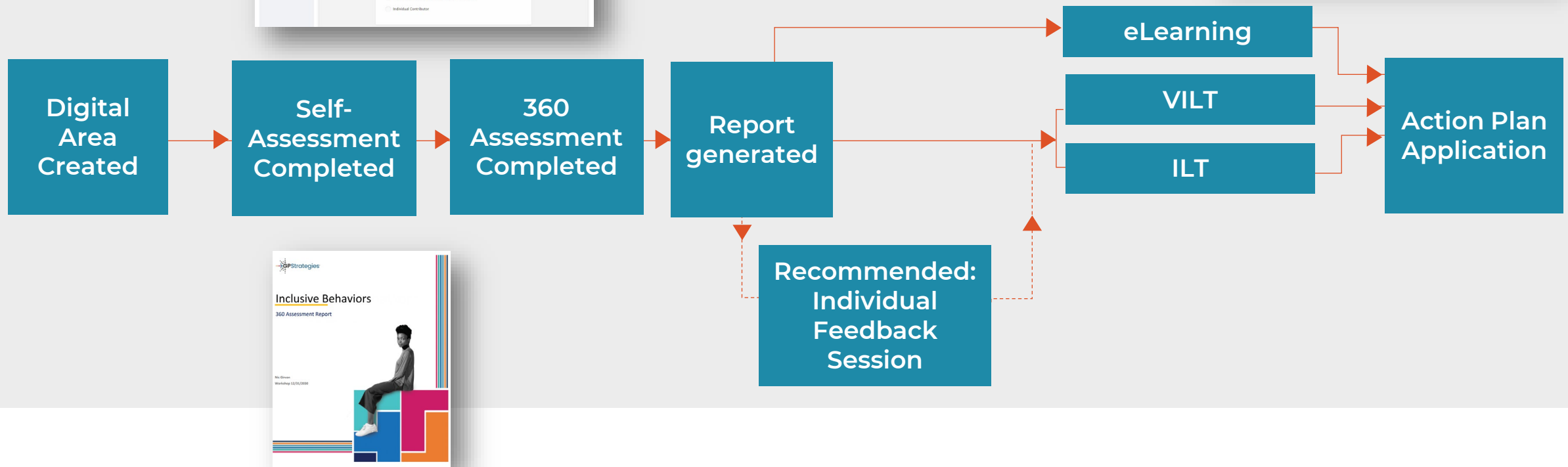
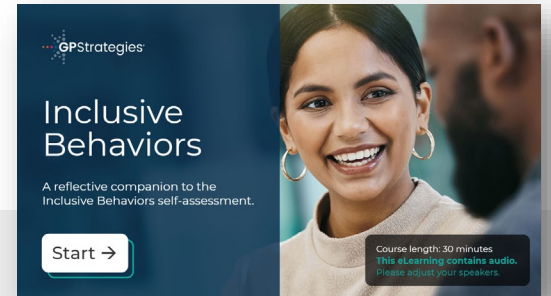
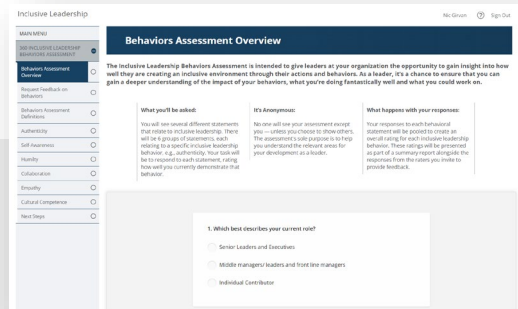
Self-Awareness

Showing an awareness of personal blind spots, and systemic issues, through deep exploration and prioritizing objective decision making.

Humility

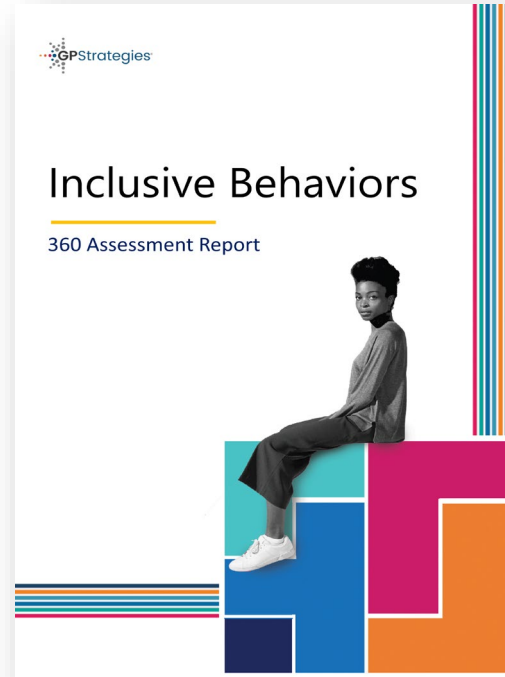
Showing a willingness to recognize and learn from mistakes, look for opportunities for growth and see the potential for others' strengths where they themselves are lacking.

How does it work?



The Report

- Automatic collation of self-assessment and 360-feedback results.
- Report presents individual's feedback, their 360 results and advisories on high performance and development signposting.
- The report is explored via the client's preferred format:
 - feedback session with VILT or ILT workshop
 - VILT or ILT workshop
 - eLearning experience



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Feedback

Your response would suggest that you may need to develop how you foster and enable inclusive collaboration. This may be a need to develop standards or agree and communicate principles for inclusive collaboration across the organisation that foster environments where diverse individuals can work effectively towards common/agreed outcomes. You may need to more practically contribute to the building of psychologically safe environments where participants can reflect their personal style, draw on diverse thinking/experience and where all voices are heard. Collaboration requires us to demonstrate humility, vulnerability and recognise complimentary strengths in others. You may need to be more intentional in how you work with others; being mindful of the emotional impact of what you say and do. You may need to encourage flexibility in individual style and practice, more effective listening and use of feedback to ensure all voices are heard and included and to maximise diverse talent through collaboration.

Development Actions

Some or all of the following may be useful actions. Consider each and their merits:

1. Review your understanding of inclusion (versus diversity for example) and the benefit of inclusive practices and behaviours to the business and its strategic aims.
2. Review how you are communicating the importance, benefit and purpose of inclusion and inclusive practice at every level, from strategic company wide to day to day.
3. Relate the benefits of inclusion to strategic benefits and help individuals see what's in it for them?
4. Be an ally, sponsor or mentor for a marginalised individual or group.
5. Openly question others' practices and processes to ensure they are objective and inclusive
6. Identify and make changes to processes to remove discrimination against marginalised groups and maximise diverse talent.
7. Be more consistent with what you say and what you do.

Starting

Feedback Score: 0.00

Your Score: 4.70

Now Prioritize Your Actions

Across this report there are a number of recommended actions that you can take to further develop your inclusive leadership approach. Use the space below to prioritise those actions.

Priority No.	Summarise your top actions in the space provided.
1	
2	
3	
4	
5	

The Solutions

Three methodology formats

Digital

- 30-45 minutes eLearning
- 360 assessment report
- Unlimited - asynchronous experience

- Introduces the behaviors
- Explains the report
- Report review and behavioral reflection
- Goal setting for behavioral change

Virtual Instructor-Led

- 2 x 90-minute sessions
- 360 assessment report
- Up to 16 participants per session

- Introduces the behaviors
- Explains the report
- Report review and behavioral reflection
- Behavioral practice
- 90 Day action plan and peer review

In person Instructor-Led

- 1 x day session
- 360 assessment report
- Up to 16 participants per session

- Introduces the behaviors
- Explains the report
- Report review and behavioral reflection
- Behavioral practice
- 90 Day action plan and peer review.

If you are interested...
Get your free report!



Inclusive Behaviors

360 Assessment Report



Q & A





Contact us

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