



**Member
Events**

dcm THE
LEARNING
EXPERTS

Inclusive Leadership

14th Sept
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By the end of this session, Managers will acquire the essential skills to seamlessly integrate inclusive leadership practices into their management approach



Inclusive Leadership

Agenda

- Understanding inclusive leadership
- Creating inclusive environments
- Inclusive leadership practices

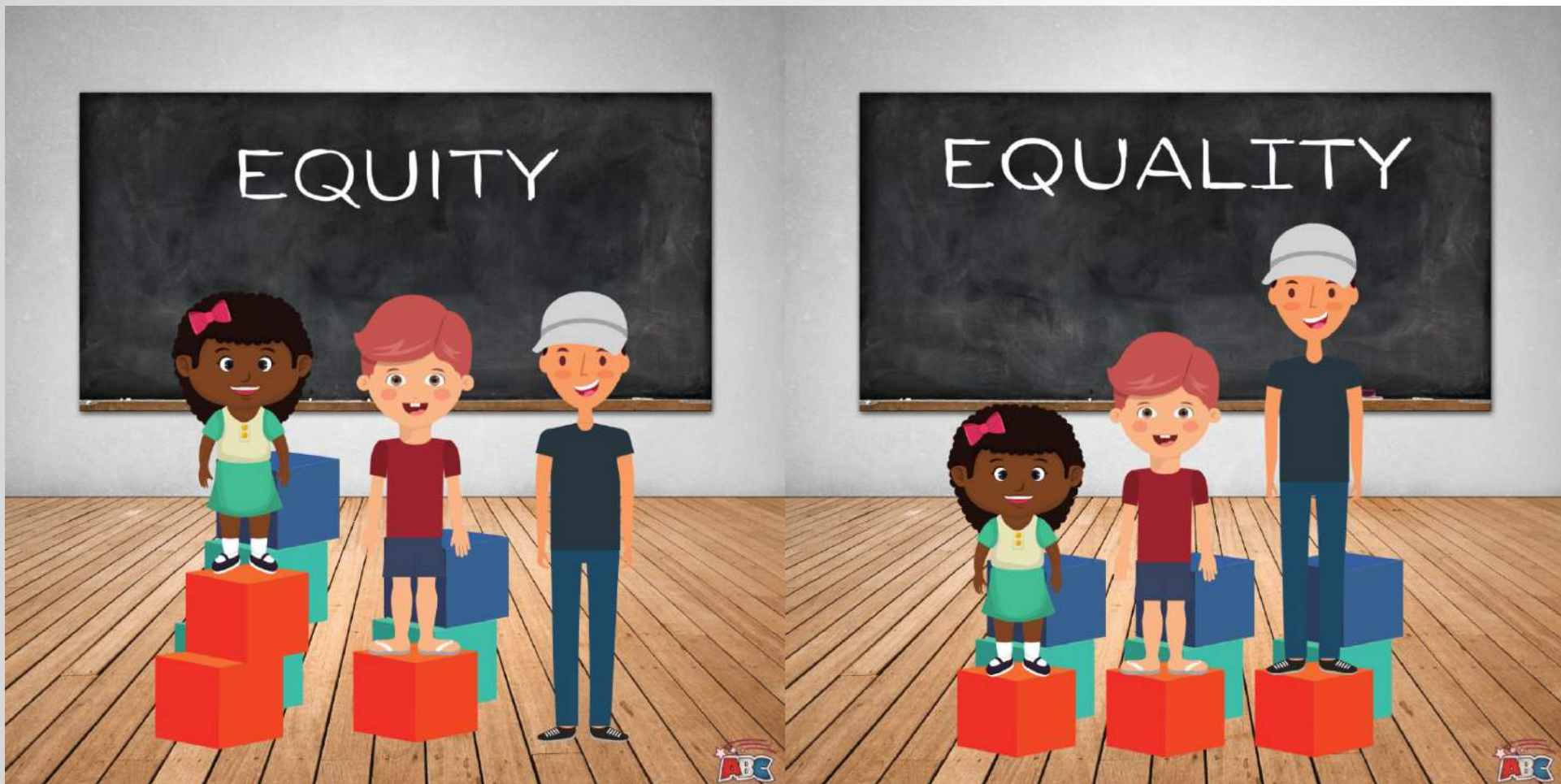


Understanding Inclusive Environments



- Everyone has the right to feel valued and respected
- In an effective workforce it's important that all employees have a sense of self-worth and feel appreciated by their team and leaders.
- A sense of dignity can be achieved with a supportive network in place
- Compromising an employee's dignity can have detrimental effects on individuals, as well as on entire teams and the reputation of a whole organisation in general
- Employers have a duty to ensure a safe and respectful working environment, where no member of staff feels threatened, intimidated or discriminated against for any reason
- All organisations should have their own Dignity at Work Policy, which outlines their code of conduct and the accompanying procedure to prevent harassment and bullying.

Fairness



Standards of Dignity & Respect

- Honesty
- Kindness
- Compassion
- Courtesy
- Understanding
- Confidentiality
- Privacy
- Communication



Team Dysfunctions



WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylvriaduckworth

Exercise

People Leave People

Creating Inclusive Environments

- Open communication and active listening
- Encouraging diverse perspectives and contributions
- Addressing microaggressions



**Thinking positive
and using positive language**

Active listening

Increase control

Effective questioning

Risk free environment.....empowerment

Courtesy

Taking Ownership

Cultural awareness



Exercise

Most common difficult behaviours in the workplace?

Assertive Behaviour

- Say what I want to clearly and concisely
- Treat myself and others with respect and equality
- I am responsible for my own actions and feelings
- Apologise when I feel genuine regret
- I am tough and stick to my guns when appropriate
- Express my opinions but also listen carefully to other people's
- I am calm, relaxed and confident
- Proactive
- Disagreeing in an agreeable fashion



Emotional Intelligence in action

Competing
To win

Collaborating
Win/win

Compromising
Middle ground

Accommodating
Yield

Avoiding
To delay



Inclusive Leadership

Recap

- Understanding inclusive leadership
- Creating inclusive environments
- Inclusive leadership practices



Thank You!

