

Build safe
and inclusive
working
cultures

Inclusive Leadership

Creating and Leading a Culture Of Inclusion



A New Demand

How do leaders nowadays attract and retain the best talent in an incredibly diverse workforce while also balancing everything else that'll make sure their company survives – not to mention excels?

Business challenges are increasingly complex. The demands on companies' ability to navigate in uncertainty and complexity have never been higher – they've got to maintain growth while also acknowledging their social impacts. Relying on the past model of choosing only the "highest performing" individuals usually means ending up with a homogenous team. You'll never be able to see the scope of a complex problem that way.

Think of it like this: A forest is just a pile of wood to a bunch of woodcutters, but it's a pharmacy to a botanist, a painting to an artist, a prime source of oxygen to an environmentalist.

To engage these diverse perspectives and make sure that they're useful, you need inclusive leaders – leaders who avoid sameness thinking by listening to those voices that others have already stopped listening to, the voices that run against the grain. They're self-reflective, empathetic and intelligent, all of which are qualities that can be learned.



Courses can contain anywhere from 8 to 16 participants



Targets managers and leaders working (or wanting to work) in an environment with a high degree of diversity



Program consists of 3 modules designed to fit into any existing leadership program. Plug-and-play as needed

Sustainable Governance & Innovation

LIVING INSTITUTE's Inclusive Leadership Program, developed in collaboration with Innovation Fund Denmark.

It teaches managers all the qualities of inclusive leadership, which is one of the fundamental elements of sustainable corporate governance and innovation.

Outcome

By the end of the program, you'll be able to

- Motivate and engage highly diverse teams (in terms of gender, culture, ethnicity, age, profession, etc.)
- Help create and sustain cultures of inclusion and innovation in which opposing perspectives are valued
- Create cultures with a high degree of psychological safety
- Connect with diverse customers and access a more diverse spectrum of ideas, helping everyone in the team reach their full potential



Program Content

Module #1

The New Leadership Paradigm: Dynamics and mechanisms of inclusion and exclusion

We start off with an immersive experience where, in groups, you break down and solve a problem while navigating the gap between majority and minority perspectives. Our aim here is for the “ah-ha” moment – a realization through lived experience of exactly what it means to be inclusive and how that can help you solve the increasingly complex problems that companies are now tackling. Some of the things you’ll learn include:

- Mapping out your personal competencies for leading diversity
- Dipping into conscious leadership
- Learning to adopt others’ perspectives
- Understanding the “power of opposites”
- Learning to build trust

Module #2

Drive High-Performing Teams With Inclusion

In this module, we bring in the science. We draw on the latest research to show you how leaders can reduce their biases through diversity intelligence. This puts everything you learned in Module 1 in perspective. The aim is to give you an idea of how to approach inclusive leadership in your company. We focus on:

- The best practices for managing a global workforce
- How to discover and reduce the influence of unconscious bias
- The need to understand cultural intelligence
- Practicing virtual team collaboration (a necessity nowadays!)
- Advancing women through gender intelligence
- How to infuse diversity intelligence in the workplace through individual and team-based work

Module #3

Implementing Strategies for Building Cultures of Inclusion

Everything you’ve learned, experimented with, and considered until this point in the program will be utilized in developing your own personalized roadmap towards a culture of inclusion at your workplace. Combining the lived experience of Module 1 and the knowledge of Module 2, you’re now ready to act. You’re ready to be an inclusive leader. Some of the things we’ll focus on in this module are:

- Mapping present and future diversity in teams using LEGO® SERIOUS PLAY®
- How to win the global war for talent by navigating the minefields of exclusion and homogeneity
- Exploring what we know about change management
- Creating individual strategies based on personal values to enable long-term commitment to inclusive leadership

Program Structure

How Is It Structured?



Methodology

Every module is practical and tailored to different learning styles and preferences – we know the power of experiential learning, so it's all based on that. Module 1 focuses on an immersive exercise in which we split participants into groups and task them with solving a problem. Two groups (the majority groups) are primed to adopt a particular approach to solving that problem, while the remaining group (minority group) is primed in a different way. We then integrate the minority group members with the majority groups and see what happens. You'll learn rather quickly the challenges – and rewards – of learning to integrate people with different views and understandings. Modules 2 and 3 are no less experiential, but focus more on the specifics – the knowledge required to be an inclusive leader and how to go about actually putting that knowledge into practice.

Between each module, you'll be given prompts (basically homework) on how to bring what you've learned into your workplace. You'll then be given an opportunity to reflect on the successes and failures of those experiential experiments in the subsequent module. We'll also encourage peer learning and communication, since that's been shown to work quite well.

The modules were developed specifically for the program by accomplished business executives, entrepreneurs and consultants with strong academic backgrounds. Our aim is to show that inclusive leadership is a new paradigm in business leadership. It's not an adaptation of traditional leadership, but a complete overhaul.



Learning Outcomes

To ensure that you're well equipped for a fundamental cultural change at your workplace, the Inclusive Leadership Program covers all the following:

- How to attract and retain key employees and new talent
- 'Conscious Leadership' and balancing leadership with personal values
- What diversity intelligence can do for the whole organization
- How to manage highly diverse teams
- How to build your own strategies and action plans to ensure long-term, dedicated efforts in creating inclusive cultures in your teams and organizations





References & Recommendations

"We have greatly benefited from LIVING INSTITUTE and their facilitation of processes for our Board of Directors. They have provided knowledge and sparring for our administration as well as organized workshops for both the staff and the specialist association. LIVING INSTITUTE has inspired and motivated our efforts to improve the diversity in DIF sports."

Morten Mølholm, CEO, DIF

"You can read all the books and hear the many talks about D&I, but what I took away from this intensive training was a whole picture and a frame based on research and facts. It has given me the capabilities to move the agenda forward."



References & Recommendations

“Not really knowing what to expect on a complex culture journey like this, I was struck by the quality of the final result

In our case the innovative and surprising result was, that instead of a set of values we ended up with 4 cultural drivers, that now has become a stronger and stronger part of our internal dialogue.

I’m proud of this, and proud of the recognition of the cultural drivers in our organization globally.

The work we did was an accelerator for us to really focus on the purpose:

“We work for a better world”

“I wish that I'd had the opportunity to take this course eight years ago when I arrived in Denmark. But today it makes so much sense to understand the underlying values and the reasons why the Danes act the way they do”

Darshini Vomkar, Change Management, Process Owner, Group IT, PANDORA A/S

About Living Institute

EST. 2004

Diversity Intelligence

Creating Cultures of Inclusion by introducing:
Inclusive Leadership, Inclusion Surveys, Unconscious Bias, Gender Balance, Allyship, & Cultural Intelligence

Faculty of 22 Specialists

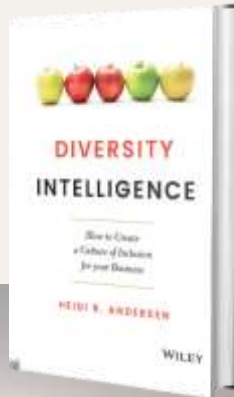
Anthropologists, psychologists, economists, social scientists & business leaders

Our Mantra

Evidence and research-based knowledge made practically applicable

Global Task Force

Facilitated 5.500+ diversity initiatives for more than 50,000 people in Denmark, Japan, Germany, USA, UK, China, France, Portugal, Belgium, Norway, Sweden, Estonia, Slovenia, Italy, Romania, Switzerland, Poland, India, Finland, the Netherlands, Pakistan & Zimbabwe



D&I
Champion
Certification



Inclusion
Survey



Breaking
Unconscious
Bias



Inclusive
Leadership
Programs



Living Institute
Diversity Intelligence Consultancy



Thank you for your attention



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