



Diversity & Inclusion

Building and Leading an
Inclusive Workplace

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Build the right skills to lead and foster diversity and inclusion in your organization.

Highlights

- Use role plays to simulate real business situations and interactions to develop your own inclusive leadership skills.
- Receive direct feedback to incorporate into your inclusive leadership development plan.

Key Competences

- Promoting real diversity & inclusion strategies
- Managing inclusive meetings
- Understanding bias
- Being an inclusive leader
- Creating an inclusive vision

The Right Programme for You

You are an HR professional, senior manager or executive, and you are responsible for driving diversity and inclusion initiatives in your organization.

Senior Managers

Managers



Learn, Practice and Use

- **Understand** why diversity and inclusion is important and beneficial for your organization
- **Reflect** on the multidimensional, multicultural aspects of individual identity today
- **Understand** the relationship between emotional intelligence and diversity
- **Identify** intercultural leaders' challenges
- **Enhance** your abilities to hold and participate in meetings that are inclusive
- **Take** ownership of helping to create and manage a culture of respect, civility and trust
- **Build** an inclusive leader action plan
- **Identify** characteristics of debate, discussion and dialogue in an inclusive workplace
- **Put** into practice what you have learnt as soon as you get back to the office
- **Use** a model to hold difficult conversations in your organization
- **Share** your knowledge and challenges with your peers and MCE's highly experienced faculty

Practical Information

Face-to-Face



3 days
€2,995

Available In-Company

The programme is available as an In-Company solution for your teams. More information at mce.eu/inco

mce.eu/diversity for dates, locations and full programme outline

Programme Modules

1

Introduction to Diversity and Inclusion

- Establish a common language through definitions.
- Understand the business imperative for diversity and inclusion in the workplace.
- Reflect on the multidimensional, multicultural aspects of individual identity

2

Bridging Communication Differences

- Describe the importance of flexing with communication style preferences as an inclusive leader.
- Explain your preferred communication style and those of others.
- Recognize obstacles that ineffective listening can cause.
- Identify the two types of micro-messages and recognize micro-inequities.

3

Emotional Intelligence and Diversity and Inclusion

- Understand the relationship between Emotional Intelligence and Diversity.
- Identify strengths and development needs using the Inclusive Leadership Assessment.
- Develop a skill for facilitating teams' ability to work effectively together.
- Identify intercultural leaders' challenges.

4

Leading a Successful Multicultural Team

- Identify strengths and development needs using the Inclusive Leadership Assessment.
- Develop skills for facilitating a team's ability to work effectively together.
- Identify your ideal network to accomplish your goals and advance your career.
- Identify leadership challenges.

5

Conducting Difficult Conversations Successfully

- Use a model to hold difficult conversations.
- Identify characteristics of debate, discussion, and dialogue.
- Practice dialogue in conversations.

6

Your Vision and Plan for an Inclusive Workplace

- Review the seminar's key tools and takeaways.
- Create an inclusive vision for your workplace.
- Build an Inclusive Leader Action Plan.

7

Capstone: Practice and Application

- Put into practice some of your instructional learnings and personal insights from this seminar.
- Use role-play to simulate real situations and interactions.
- Receive feedback to incorporate into your inclusive leadership development plan.
- Observe others' role-plays and provide them with thoughtful feedback.

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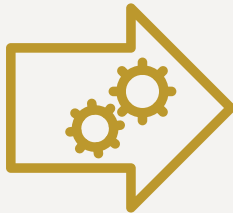
Putting Your Plan into Action

- Distill what you've learned from the seminar instruction, activities, and capstone.
- Finalize your Inclusive Leader Action Plan



Learn

the key business skills and knowledge you need for your management role today and tomorrow



Practice

the skills you learn and get feedback, recommendations and coaching



Use

what you learn and practise as soon as you get back to your office

For more information please contact:



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