

## Inclusive Leadership I Workshop Outline

**Target Audience:** Supervisors and Managers

**Number of Participants:** 12-20

**Timeframe:** 8 hours

**Pre-workshop Activity:** Participants will complete Genesis' ***Inclusive Leadership Skills Assessment***. Completion of the Assessment will give each participant an awareness of his or her strengths or weaknesses, in leading a diverse workforce.

**Overview:** The ***Inclusive Leadership I Workshop*** is a highly engaging learning experience. Participants will learn several ***Inclusive Leadership Tools*** in areas that are essential for effectively leading a diverse workforce: **Emotional Intelligence (EQ), human motivation, and eliminating exclusionary influences**. Leaders will learn how his or her conduct has a profound impact on the quality of the work climate, and their employee's job performance, morale and productivity. They will also learn how to create constructive and inclusive work environments for everyone.

### **Workshop Introduction**

Most negative biases are rooted in negative emotional reactions to human "differences." Participants will explore how EQ and inclusive leadership are connected. They will also learn how to develop a high level of ***emotional competence***...that eliminates even subconscious bias and exclusionary behavior.

### **The Dynamics of Exclusion**

Participants will engage in a variety of **high impact experiential activities**, including the following:

- *The Analysis of an Exclusionary Incident:* A self-examination
- *Quantum Leap:* An exploration of social biases
- Small and large group discussions/presentations of the impact of exclusion on performance and collaboration within teams
- Several self-assessments throughout the workshop

These powerful activities will dramatically increase a participant's **EQ: Self-Awareness, Self-Management, Social Awareness and Relationship Management**. Increased competence in these key areas of EQ will enable participants to reprogram any biased thinking, exhibit greater emotional

competence, and practice authentic inclusive leadership behavior. As a result, their colleagues and employees will experience improved morale, individual and team performance and productivity.

### **Inclusive Leadership and Motivation**

Participants will learn the ***Three Social Motives*** that directs human behavior, and **gain tools** to *habitually* exhibit inclusionary influence on their employees. They will also learn the interpersonal dynamics of effectively confronting exclusionary behavior in peers and employees.