



# The Inclusive Leader: Maximizing the Mix

The Inclusive Leader: *Maximizing the Mix* is a positive, focused, discovery-based learning experience that provides concrete actions, behaviors and strategies for being more inclusive.

## The Need

- Leaders generally know their organizations need to be able to attract, retain and fully engage a diverse mix of employees, yet leaders don't always create the conditions where this occurs
- Many programs related to diversity and inclusion focus heavily on unconscious bias and leave leaders more aware of their biases, but without clear strategies for addressing them
- Most leaders inherently want to be inclusive and need positive opportunities to identify specific actions, behaviors and strategies they can adopt to be more inclusive

## Key Outcomes:

- Brings to life what it means to be an Inclusive Leader and how to Maximize the Mix
- Helps leaders develop an inclusive mindset
- Makes the business case for inclusion
- Applies inclusion and diversity principles to day-to-day management challenges and opportunities
- Reinforces fair and effective people management practices
- Increases productivity and performance by helping leaders create work environments where all employees are able to contribute and achieve their goals
- Provides simple things leaders can do to be more inclusive

## Learning Approach:

- Three interconnected game and scenario-based experiences create lively discussion, debate, awareness and learning
- Introduces serious content in an interactive, engaging way
- Small and large-group discussions model the importance of diverse perspectives and experiences
- Discovery learning processes and an engaging mobile app enable participants to self-identify (and continually reinforces) specific behaviors and actions they can begin doing to create a more inclusive workplace
- Appeals to multiple learning styles
- Accommodates 12 to 50 in a three-hour 100% virtual workshop

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