

INCLUSIVE LEADERSHIP



AT A GLANCE:

Course length: 15-20 mins

Video length: 2-3 mins

Languages: English

Unconscious Bias & Diversity Collection

Lessons in self-awareness and inclusivity.

What's included?

- Bite-size videos
- Interactive exercises
- Knowledge checks
- Course leader guide
- Series infographic

ABOUT THIS COURSE

Having a diverse team that's engaged, respected, and happy is not only important to having a friendly and stress-free environment, but it's also the key to success.

Find out how allocating tasks fairly and ensuring ALL your colleagues are listened to improves performance and keeps them engaged.

KEY INSIGHTS

- **Listen Out for All Voices** - Diverse organisations outperform those that are not. Try to make space for the quieter voices in meetings. Amplify their contributions if unnoticed or misattributed.
- **Allocating Roles** - We often give roles to people at work that are in keeping with the roles similar people play elsewhere in our lives. Allocate work and tasks according to job role rather than personal attributes.

“ The Landscape has changed a great deal and now we are concerned about creating workspaces where people can flourish. Challenge Consultancy ”

WHO AND WHY

For all members of the workplace to improve awareness of diversity issues and promote an environment of inclusivity.

RESPECT AND INCLUSION AT WORK



AT A GLANCE:

Course length: 15-20 mins

Video length: 2-3 mins

Languages: English

Unconscious Bias & Diversity Collection

Lessons in self-awareness and inclusivity.

What's included?

- Bite-size videos
- Interactive exercises
- Knowledge checks
- Course leader guide
- Series infographic

ABOUT THIS COURSE

We should all expect to work in an environment that is accepting of each other and where we are all treated with respect. Working together across different cultural boundaries can sometimes lead to conflict, but with the right attitude and values shared by everyone, we can all maintain an inclusive workspace.

KEY INSIGHTS

- **Maintaining Harmony & Dignity** - Make your own commitment to dignity & respect at work clear to your team. Ask those affected rather than relying on your own perception of impact.
- **One Person's Banter is Another Person's Bullying** - Immediately challenge sexual comments or jokes about employees' appearance. Consider the impact of your behaviour on bystanders

“ The Landscape has changed a great deal and now we are concerned about creating workspaces where people can flourish. Challenge Consultancy ”

WHO AND WHY

For all members of the workplace to improve awareness of diversity issues and promote an environment of inclusivity.

THINKING OF OTHERS



AT A GLANCE:

Course length: 15-20 mins

Video length: 2-3 mins

Languages: English

Unconscious Bias & Diversity Collection

Lessons in self-awareness and inclusivity.

What's included?

- Bite-size videos
- Interactive exercises
- Knowledge checks
- Course leader guide
- Series infographic

ABOUT THIS COURSE

Being 'inclusive' isn't just treating everyone equally. It's about finding out what people's particular needs are and ensuring they are catered for. It's ensuring that nobody is excluded by having everyone's needs at the centre of your processes.

KEY INSIGHTS

- **Look for Customers Unique Needs** - Consider your customer, what are their individual needs? Ask if your standard practices make life difficult for some of them.
- **Inclusion Means Celebrating Diversity Not Ignoring it** - Find out about the diversity within your team. Celebrate difference - food, holidays, festivals, etc.
- **Events and Logistics** - Don't just default to the pub for all social occasions. Consider people's personal needs and responsibilities

“ The Landscape has changed a great deal and now we are concerned about creating workspaces where people can flourish.
Challenge Consultancy ”

WHO AND WHY

For all members of the workplace to improve awareness of diversity issues and promote an environment of inclusivity.

UNCONSCIOUS BIAS



AT A GLANCE:

Course length: 15-20 mins

Video length: 2-3 mins

Languages: English

Unconscious Bias & Diversity Collection

Lessons in self-awareness and inclusivity.

What's included?

- Bite-size videos
- Interactive exercises
- Knowledge checks
- Course leader guide
- Series infographic

ABOUT THIS COURSE

We are bombarded by millions of pieces of information every day and we simply don't have the mental capacity to deal with it all consciously. So we develop the habit of taking shortcuts based on what we have seen before and what we already know. That means we sometimes misjudge people and make mistakes.

KEY INSIGHTS

- **An Introduction to Unconscious Bias** - Our subconscious makes implicit associations about people based on their personal attributes – we call this Unconscious Bias.
- **Overcoming Unconscious Bias** - When assessing people, make sure your method is evidence based.
- **Being Busy or Bothered Beefs Up the Bias** - We are most likely to default to our bias when we are under stress, tired, hungry or uncomfortable.

“ The Landscape has changed a great deal and now we are concerned about creating workspaces where people can flourish.
Challenge Consultancy ”

WHO AND WHY

For all members of the workplace to improve awareness of diversity issues and promote an environment of inclusivity.

WORKPLACE DIVERSITY



AT A GLANCE:

Course length: 15-20 mins

Video length: 2-3 mins

Languages: English

Unconscious Bias & Diversity Collection

Lessons in self-awareness and inclusivity.

What's included?

- Bite-size videos
- Interactive exercises
- Knowledge checks
- Course leader guide
- Series infographic

ABOUT THIS COURSE

Diverse organisations outperform those that are not. Working well with diversity doesn't mean treating everyone the same, but if people are different from us we don't always know how they want to be treated. This can take us out of our comfort zone and prevent us from managing effectively or working collaboratively.

KEY INSIGHTS

- **Find Out About People, Don't Even Try to Guess** - Avoid making assumptions based on appearance.
- **Neurodiversity** - Make unwritten rules more explicit and clarify professional and social expectations.
- **Think Beyond the Binary** - Don't expect to be able to tell people's gender identity by looking at them.
- **Trans Awareness** - Talking about people's past gender identities without their permission can cause embarrassment and distress.

“ The Landscape has changed a great deal and now we are concerned about creating workspaces where people can flourish. Challenge Consultancy ”

WHO AND WHY

For all members of the workplace to improve awareness of diversity issues and promote an environment of inclusivity.