

Inclusive Leadership: Creating an Environment Where Inclusive Teams Can Flourish

The benefit of building diverse teams is well understood, with clear evidence that this results in increased performance, customer/employee satisfaction, staff retention and overall organisational capability. In an increasingly diverse environment, it is key that leaders can develop organisations where inclusion is embraced, ensuring everyone feels they belong and can perform to the best of their ability.

We will explore the underpinning leadership attributes and traits necessary to create such an environment, including discussion and self-reflection to improve our capability as inclusive leaders, using a skills-based and action-focused approach.

Key Training Features:

- Leadership attributes, styles and emotional intelligence
- Traits of an inclusive leader
- Understanding empathy, interpersonal dynamics and the creation of an inclusive environment
- Values, behavioural norms and unconscious bias

Who Can Attend:

- Senior managers in positions of leadership seeking to broaden their understanding of inclusive leadership in support of creating highly effective teams and organisations.

Learning Outcomes:

- Understand the key traits of an inclusive leader
- Enhance self-awareness and understanding your personal leadership style
- Understand the interdependence between values, unconscious bias and organisational behaviours

Sample programme

10:00 – 10:30	Welcome & Introductions <ul style="list-style-type: none"> • Setting the scene • Ground rules, intentions and expectations (including a learning and development model) • Schedule for the day • Activity (Inclusive Leadership self-inventory)
10:30 – 10:45	Refreshment Break
Session 1 10:45 – 12:00	Know Yourself (including tools, models and interactive exercises) with a focus on: <ul style="list-style-type: none"> • Self-awareness (including a self-awareness model) • Feedback (including an interactive exercise) • Anchoring your credentials (including an interactive exercise) • Empathy (including an interactive exercise and scenarios)
12:00 – 12:15	Refreshment Break
Session 2 12:15 – 13:00	Know Your Team (including tools, models and interactive exercises) with a focus on: <ul style="list-style-type: none"> • Understanding identity (including an interactive exercise) • Evaluating your team (including an interactive exercise) • Coaching & challenging conversations (including interactive exercises and scenarios)
13:00 – 14:00	Lunch
Session 3 14:00 – 15:30	Know Your Stakeholders (including tools, models and interactive exercises) with a focus on: <ul style="list-style-type: none"> • Connecting with clients/service users/stakeholders (including interactive exercises/roleplay) • Understanding inclusion in action (including scenarios and practical tips on obligations and opportunities to create inclusion)
15:30 – 16:00	<ul style="list-style-type: none"> • Personal action plan • Feedback
16:00	End of Session

Our trainer

David Pearson

David Pearson is an award-winning leadership and inclusion expert, keynote speaker and presenter, and creator of the UK's only in-house LGBT-inclusive leadership certification.

As Director, Global Inclusion & Diversity at KPMG, David supported inclusion for more than 200,000 people in 154 countries. With a background in KPMG's Corporate Finance practice, he is currently undertaking ground-breaking research in the field of leadership, culture and inclusion while Head of Diversity, Inclusion & Corporate Responsibility for an international law firm.

David led KPMG's LGBT network since 2013, which in 2018 was named Network of the Year at the British LGBT Awards. He is a Patron of Freedom to Donate, a Trustee of ELOP LGBT Mental Health & Wellbeing, and an alumnus of the Stonewall Leadership Programme, Out Leadership's OutNEXT programme for LGBT leaders, and Centre For Synchronous Leadership's "Inspire Like A Man" and "Walk The Tightrope" leadership programmes. He has sat on The Economist Global Pride & Prejudice Advisory Board and the Advisory Council for Radius Business.

In 2017 he was named as a NatWest Top 10 Diversity Champion and in 2019 as Channel 4 Diversity Hero of the Year. In 2021 his team won the Excellence in Equality & Inclusion Award at the People in Law Awards. He is a past regional and national winner of Boston Consulting Group's Business Strategy Competition.