

INCLUSIVE LEADERSHIP MASTERY

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MASTERY PROGRAM

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WHO WE ARE

Executive Central is a team of senior executives who partner with organisations to help them build exceptional, successful businesses where people are inspired to thrive and are empowered to succeed.

We deliver pragmatic coaching and consulting programs designed and delivered by executives with C-level experience. Our programs cover four key interrelated practice areas: Leadership, Sales, Strategy and Diversity.

WHY INCLUSION?

The forces of globalization, shifting workforce demographics and digital transformation are changing the nature of work and employee and customer expectations of leadership. Great leaders will increasingly be defined by their ability to achieve inclusion and trust to harness diversity to drive adaptability and innovation in an ever-changing world. Through this highly engaging and interactive program, we help create your organisational why around inclusion and demonstrate to leaders in your business how Inclusive Leadership can enable both the resolution of key business problems and the creation of exciting new opportunities for growth..

MASTERY: WHO IS IT FOR?

Executive Central's Inclusive Leadership Mastery program helps leaders develop the mindset, skills and behaviours to manage business disruption and create a culture for innovation by building an inclusive approach to leading diverse employees.

ABOUT THE PROGRAM

Inclusive Leadership Mastery is a comprehensive program commencing with a Leadership Capability Assessment to identify specific development needs, followed by engaging and interactive training modules delivered in six, two-hour sessions and Executive Coaching to embed key insights and learnings. The group-based training modules are dynamic and fast-paced, sharing cutting edge insights on Diversity and Inclusion and ensuring a strong focus on the experiences of your Senior Leaders, allowing content to be tailored to specific business challenges and opportunities.



DIVERSITY

LEADERSHIP ASSESSMENT TOOL

Our I-WE-YOU Leadership competency framework is a proven feedback tool to assess the leadership capabilities of leaders across the three areas of leading-self, leading teams and leading across the organisation. It provides a valuable snapshot to identify individual strengths and development areas as well as providing a broader assessment on whether leaders in your organisation are creating the right cultural environment to enable inclusion, diversity and innovation.

PROGRAM MODULES

MODULE 1: THE FIVE FORCES OF CHANGE

We help leaders understand the urgency for developing future-proof leadership capabilities critical to ensure the continued success of your business in a world where global mega trends such as digital transformation, globalisation and diverse employee demographics have disrupted trust and forever changed customer and employee expectations of the role of leaders in leading sustainable and ethical businesses.

MODULE 2: THE CURRENCY OF TRUST

Employee and customer expectations of work, leadership and business are changing. With employees increasingly searching for value and meaning from their work and customers wanting a deeper and more authentic relationship with organisations, we examine trust as the foundation of high-performance and success. We demonstrate how trust forms the basis of inclusion and step through a model for building trust within teams.

MODULE 3: LEADING FOR INCLUSION: PROVEN BEHAVIOURS & MINDSETS

The inclusive leader needs a mix of, cultural competence, humility, an open-minded spirit of inquiry, and emotional intelligence. We explore the mindsets and behaviours of Inclusive Leaders and demonstrate the proven link between inclusion, uniqueness, psychological safety and innovation.

MODULE 4: THINKING FAST AND SLOW - MITIGATING UNCONSCIOUS BIAS

Unconscious bias is a barrier to inclusion and innovation and can stifle efforts to create genuine cultural change in organisations. A better understanding of unconscious bias helps leaders become more effective in building diverse teams and challenging flaws in existing cultural dynamics and organisational processes to unlock greater diversity, collaboration and inclusion.

MODULE 5: LEVERAGING STRENGTHS TO BUILD AN INCLUSIVE LEADERSHIP SHADOW

When people bring their strengths to the workplace, they're more productive, engaged and successful. We utilise the Gallup Strengthsfinder 2.0 survey tool to identify unique leadership strengths, applying these to build an authentic inclusive leadership shadow for program participants.

MODULE 6: EMBEDDING CHANGE THROUGH COACHING

The shadow cast by leaders is proven to have the biggest impact on influencing cultural change in organisations. The program concludes with two, one-hour individual or group coaching sessions aimed at embedding key program insights through the identification of Inclusive Leadership Shadow actions which can be immediately applied back into the business.

PROGRAM DELIVERY OPTIONS

The Inclusive Leadership Mastery program can be customized to include additional modules on Design-Thinking and Creativity and can also be delivered in partnership with other leading Executive Central programs such as Leadership Excellence, Women Leading, Indigenous Leadership and Superior Teams.

PROGRAM BENEFITS

- Provides leaders with the skills and frameworks for an inclusion mindset
- Demonstrates the link between trust, inclusion, diversity and innovation
- Applies a strengths-based leadership approach to enable the development of authentic Inclusive Leadership skills
- Broadens leadership perspectives on the business imperative for diversity and inclusion
- Identifies behaviours, attitudes and beliefs that limit inclusion and acceptance in the workplace
- Provides sensible tools and strategies to build confidence and competence in the leadership of diverse, innovative and collaborative teams.



Are you ready to build a truly inclusive organisation?

Contact us at info@executivecentral.com.au or call [1300 737 495](tel:1300737495)

You can find details of all our programs at www.executivecentral.com.au

OUR PERFORMANCE GUARANTEE

"We think that any organisation in the business of performance improvement should absolutely guarantee its own performance. We believe so strongly in the success of our work and stand so firmly by our results that we offer a full or partial service refund if clients don't see expected returns." **Rob Balmer, Managing Director, Executive Central**