

INCLUSIVE LEADERSHIP



Workshop overview

Inclusive leaders create environments where everyone feels valued and respected, regardless of their differences, which is good for business.

They:

- Attract and retain top talent
- improve morale and productivity
- Help organizations become more socially responsible, promoting diversity, equity, and inclusion not only within the organization but also in the wider community.

Our Inclusive leader workshop covers:

- **Why inclusive leadership is important** and the links to your business strategy
- **The inclusive leader continuum** and where you sit on it
- **Inclusive leadership behaviours** that build understanding and learning
- **Demonstrating inclusive leadership behaviours**
Practical actions leaders can take to build inclusive cultures

Workshop learning outcomes

Participants will:

- Understand the business case for Inclusive Leadership
- Develop self-awareness and understand their own growth journey with inclusive leadership
- Have practical skills to create environments where diverse perspectives are valued, heard, and respected.
- Implement practices that build trust, collaboration, and belonging within the team.

Who is this for? Leaders of Teams who want to build diverse teams and contribute to creating inclusion in their community or organisation.

Delivery mode: Online via Zoom or Teams. Get in touch for in-person options

Duration: 120 minutes

Number of participants: 10-30 people

Investment: \$3,900



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INCLUSIVE LEADERSHIP PROGRAM

for

EXECUTIVE AND LEADERSHIP TEAMS

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INCLUSIVE LEADERSHIP for EXECUTIVE AND LEADERSHIP TEAMS

Inclusive leadership is no longer a buzzword; it's an essential quality required in leaders in today's diverse and challenging business landscape. Leaders who foster inclusion create environments create a range of benefits for both individuals and organizations.

Inclusive organisations outperform non-inclusive ones in terms of creativity, innovation, and problem-solving because diverse perspectives flourish that challenge the status quo and deliver more comprehensive solutions, creating competitive advantage.

For individuals, an inclusive culture provides a space where everyone feels valued, respected, and empowered to contribute their unique perspectives and talents.

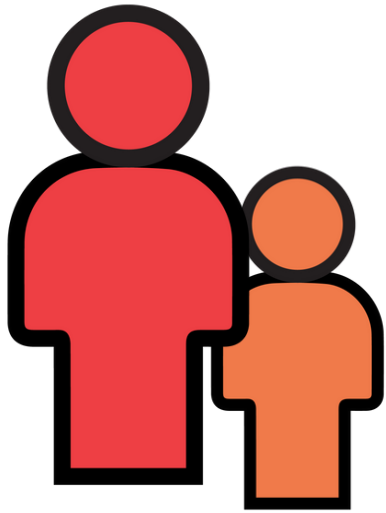
Building an inclusive culture requires many things to come together. One of the most important things is having a strong team of senior leaders driving change, demonstrating urgency for the change, and setting and modelling clear expectations for inclusive behaviour.

Building an inclusive culture

The Culture Ministry's Inclusive leadership program is designed for Executive and Leadership Teams creating an environment of learning over 8-10 months.

It includes the essential ingredients for driving inclusion and belonging in your organisation, tailored to the needs of the leadership team.





Our program builds:

- A shared understanding of up-to-date research and content around inclusive leadership.
- A common language for the executive and leadership teams to use across the organisation.
- Successful learning through practical application, review and discussion on inclusive leadership behaviours.
- Shared experience of learning together to strengthen the bonds between team members to reach new heights of performance.
- A safe learning environment for senior leaders to experiment and be vulnerable.

Our program covers:

- The business requirement for inclusive leadership
- Inclusive leadership behaviours and how to develop
- Understanding headwinds and tailwinds to make bias conscious
- Developing psychological safety in your organisation
- Building respect and belonging
- Understanding and developing cultural intelligence
- Practical things that work – including sponsorship and reverse mentoring
- Nudging for sustained change

We use leading methods and tools shown to effectively support leaders enhance their inclusive leadership practice.

Throughout the program we may use the following:

- 360 degree survey with individual and team debriefs
- Individual and group coaching
- Customised workshops and knowledge sessions on key topics
- Practical actions to try and test
- Social and team learning
- Measurement of impact and behaviour change
- Leveraging the leadership teams diverse experiences, knowledge, and skills

Get in contact to learn more - lisa.mulligan@thecultureministry.com or +64 274 222

the CULTURE MINISTRY

The Culture Ministry exists to create inclusive, accessible environments so that people and businesses can thrive.

Combining a big picture, balanced approach with real-world experience, we help organisations understand their diversity and inclusion shortcomings – and identify practical, measurable actions to move them forward.

Get in contact to learn more

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[Lisa Mulligan](#)

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Lisa Mulligan



Lisa is the founder and CEO of The Culture Ministry a pragmatic and experienced D&I consultancy.

Lisa brings over 20 year's experience in human resources, organisational change and development, and diversity & inclusion, in global multinational businesses covering retail, distribution, insurance, FMCG, logistics, manufacturing and engineering consulting, with over 12 years focusing on Asia.

She has undergraduate qualifications in Applied Science and Business, and a Masters in Organisational Coaching from Sydney University.

She is the host of the popular podcast [A Dog Called Diversity.](#)