

DIVERSITY LEADERSHIP MASTERY



LEAD INCLUSIVELY FOR DIVERSITY AND INNOVATION

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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. We also offer a unique Coaching Academy program that applies current coaching models and methodologies to the realities of organisational life.

WHY DIVERSITY?

The world of work is changing. The forces of globalization, shifting workforce demographics and disruptive technology are changing the nature of work and employee expectations of leadership. Great leaders will increasingly be defined by their ability to achieve inclusion and to harness diversity for innovation. Teams and customers will become increasingly diverse, global, virtual and mobile.

HOW WE WORK

Executive Central's Inclusive Leadership Program helps leaders develop the mindset, skills and behaviours to help them thrive in the future of work and confidently manage diverse, inclusive and agile teams.

WHO IS IT FOR?

Diversity Leadership Mastery is designed for senior leaders and managers who wish to develop a sound, evidence-based diversity and inclusion culture in their organisation.

ABOUT THE PROGRAM

Diversity Leadership Mastery consists of six modules delivered across three two-hour sessions. These can be delivered in boardroom or training facility settings. These group sessions are dynamic and fast-paced. While sharing cutting edge insights on Diversity and Inclusion in the workplace, we also focus on the experience that your senior leaders bring to the table.



DIVERSITY

ABOUT THE MODULES

MODULE 1: THE FIVE FORCES OF CHANGE

Overview of global megatrends, looking at disruptive technology and globalisation, as well as changing workforce demographics. We consider the impacts on business: driving a global war for talent, shifting dynamics within organisations and transforming customer expectations.

MODULE 2: THE CURRENCY OF TRUST

Employee expectations of work are changing. With employees increasingly searching for value and meaning from their work, we examine trust as the foundation of high-performing teams. We demonstrate how trust forms the basis of inclusion and step through a model for building trust within teams. The ability to build trust in teams is emerging as the most critical leadership capability. We also explore how the future of work megatrends is changing the dynamics of customer expectations about trust.

MODULE 3: THE MINDSETS OF INCLUSIVE LEADERSHIP

The inclusive leader needs a mix of, amongst other things, cultural competence and agility, an open-minded spirit of inquiry, and emotional intelligence. We explore the five key mindsets of an inclusive leader in a practical framework.

MODULE 4: THINKING FAST AND SLOW - MITIGATING THE RISK OF BIAS

Unconscious bias is a barrier to inclusion and can stifle efforts to create genuine cultural change in organisations. A better understanding of unconscious bias helps leaders be more effective in building diverse teams. It also encourages agile and collaborative thinking. This session explores unconscious bias as the product of fast thinking, shows leaders how they can mitigate against the impact of bias within themselves and their teams.

MODULE 5: LEVERAGING STRENGTHS TO BUILD AN INCLUSIVE LEADERSHIP BRAND

When people bring their strengths to the workplace, they're more productive, more engaged and more successful. We utilise Strengthsfinder 2.0 to identify your unique set of leadership strengths, applying these to build an inclusive leadership brand.

MODULE 6: CREATING AN INCLUSIVE LEADERSHIP ACTION PLAN

The program concludes with two one-hour individual coaching sessions. Individuals develop an action plan to leverage their strengths, enhance inclusive leadership mindsets, boosting collaboration and team effectiveness.

PROGRAM BENEFITS

- Provides leaders with the skills and frameworks for an inclusion mindset
- Strengths-based leadership approach to high-performing and engaged teams
- Broadens leadership perspectives on the business imperative for diversity
- Identifies behaviours, attitudes and beliefs that limit inclusion and acceptance in the workplace
- Provides sensible tools and strategies for leading diverse and inclusive teams.



Are you ready to build a truly diverse and inclusive organisation? We can help.

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**