

Inclusive Leadership: Harnessing Diversity of Thought

Virtual Workshop



Do your leaders know *how to be inclusive*?

Diverse organizations make better decisions and perform better. But only 31% of employees think their leaders promote an inclusive team environment.*

This is a problem because it discourages diversity and the benefits diversity brings.

Inclusive Leadership: Harnessing Diversity of Thought teaches leaders the behaviors and skills needed to drive a culture of inclusion and enhance performance.

Leaders deep dive into “diversity of thought”—how people differ in their perceptions, experiences, backgrounds, work styles, values, and personality types. They’ll work through the **core competency model for practicing inclusion** to build self-awareness and inspire change.

The workshop also reveals how to recognize one’s bias and productively work through conflict that can arise from differences.

Delivered in bite-sized chunks by expert facilitators, this virtual workshop helps leaders role-model inclusive behaviors to inspire their people and encourage unique contributions.

*Gartner (2019)

Core competency model for practicing inclusion



Inclusive leadership drives...

Better decision-making:

Because leaders learn how to consult a wider, more representative range of perspectives.

Improved performance:

Because leaders better understand different personality types, how to include them, and how to get the best from them.

Higher morale:

Because employees of all personality types and diverse ways of thinking feel included, trusted, and valued.

Inclusive Leadership: Harnessing Diversity of Thought

Audience

- Executive leaders
- Front-line leaders/people managers
- DE&I specialists
- HR managers
And
 - Rising stars/high potentials
 - Project managers
 - Informal leaders
 - Influential individual contributors

Format

- 100% virtual
- 3 sessions (2+ hours each**) + pre-work (45 minutes)
- Flexible scheduling
- For groups of 4–20

Delivery

- Led by senior consultants with leadership expertise



** Sessions starts at 2 hours each and increase in length as the number of participants increase.

Workshop content

Session 1

(2+ hours)

- MBTI® personality awareness and diversity.
- Appreciating differences in others.
- Situational flexing to leverage differences.

Session 2

(2+ hours)

- The case for inclusion: Business and people outcomes.
- Inclusive leadership self-evaluation.
- Core competencies for practicing inclusion.
- Action planning: Personalized strengths and stretches.

Session 3

(2+ hours)

- Recognizing one's perceptions and biases.
- Leveraging differences: Working through conflict and feedback.
- Action planning: Defining growth goals and organizational context.

About The Myers-Briggs Company

The Myers-Briggs Company empowers people to be the best versions of themselves. We're established assessment developers, expert trainers and experienced psychologists who help organizations around the world to improve teamwork, develop inspirational leaders, embrace diversity, and solve their most complex people challenges.

Get in touch

Have a question? Contact us at
www.themyersbriggs.com

