Managing Inclusion

A new approach to increasing "go-to" performance.

Our flagship leadership development program, Managing Inclusion, fully engages participants through video, mobile technology, and innovative adult learning techniques.

Overview.

Today most managers understand why it is important to manage diversity but too few understand how. The Managing Inclusion program provides inclusion tools that enable managers to create the kind of environment in which all employees—regardless of their aspects of diversity—can contribute their best work and experience continuous growth.

This updated program is based on accelerated adult learning methodologies and supported by current technology and a variety of learning modalities. This highly interactive session delivers tools and strategies managers can immediately implement with their teams.

Through individual and team activities, self-reflection, discussion, and a series of structured assignments, managers build the skills they need to cultivate an environment that supports more “go-to” levels of performance.

The program begins with a self-assessment identifying individual communication and thinking styles, and key introductions to the content. Throughout the learning experience, participants will be introduced to a new way of developing key leadership competencies by following a struggling team whose dysfunctions are not immediately apparent.

At a glance:

► One day, half-day, and eLearning programs with a Korn Ferry facilitator.
► Learning options include technology-based, accelerated learning version or more traditional learning design.
► Train-the-trainer certification: Program licensing and trainer development is available.
► Designed for leaders of people and anyone who influences others.
► Optional technology can leverage smart phones, tablets, or laptops with the Tag app as part of the experience.
► Program is in English, and translation services are available.
Managing Inclusion agenda.

- **What is diversity.**
  Social Styles, Diversity Line, and Dimensions of Diversity.

- **From diversity to inclusion.**
  “Go-to” characteristics, business case, and action planning.

- **Creating go-to performance.**
  Learning Loops and action planning.

- **Barriers to inclusion.**
  Position/Disposition and action planning.

- **Culmination exercise and coaching.**
  Inclusion strategies and preparing for real-world coaching.

- **Post-program resources.**
  Access to program videos, Social Styles handout, and additional resources.

Outcomes.

Upon completion of the course, participants will:

- Explore how diversity and inclusive behaviors can impact business results.

- Increase awareness of how reactions to differences can impact talent management, engagement, productivity, teamwork and innovation.

- Identify what might be preventing more people from performing at “go-to” levels.

- Learn and use inclusion tools and strategies that will position all employees for success.

- Communicate and model the expected behaviors that help create and maintain an inclusive culture.

**Learning methodologies:**

- Extensive use of “scribe” videos and character vignettes.
- Role playing.
- Facilitated exercises, plus facilitated dialogue, self-reflection, and action planning.
- In-program self-assessments: Social Styles and Inclusion Indicator.
- Follow-up learning reinforcements and manager tool-kit.