



INCLUSIVE LEADERSHIP INSTITUTE

JANUARY 2025

*Elevate your self-awareness to lead with
authenticity and create meaningful change.*

OUTCOMES

- *Increasing capacity for Inclusive Leadership*
- *Professional development & growth*
- *Leading through influence*
- *Create community & build connections*

DESIGN

- *Cohorts of 20 participants*
- *Takes place over the course of 12 months*
- *Smaller learning teams of 4-5 participants (peer groups meet between ILI sessions))*
- *Online learning platform*
- *Customized based on each cohort*

MISSION

Inclusive Leadership Institute's (ILI) mission is to empower authentic, diverse leaders to achieve increased self-awareness and spark the desire for further growth.

Through facilitated experiences, ILI prompts leaders to engage with and shift their underlying beliefs, assumptions, and emotions to bring about lasting mindset changes.

ILI is structured with cohorts of 20 participants and with smaller learning teams within the cohort to allow for an engaging learning environment where specific leadership challenges are explored in a psychologically safe space that allows for meaningful connections, deeper reflection, and meeting individual goals.

Inclusive Leadership Institute (ILI) participants will leave with mindsets, skills, and behaviors to inform responsive leadership strategies, guide day-to-day and long-term decision-making, and promote inclusive practices for personal and organizational success.



PEER GROUPS WILL CONVENE TO:

- Reflect on and engage with ILI content
- Create space for in depth discussions and dialogue
- Cultivate leadership support and community

TOPICS, GOALS, & OBJECTIVES

TOPIC 01

Management vs. Leadership

- *Understanding the relationship and difference between management and leadership.*
- *Applying leadership skills and behaviors that bring out the best of self and others.*

TOPIC 02

Emotional Intelligence

- *Understand the dynamics of self- awareness, self-management, awareness of others, and relationship management in leadership.*
- *Applying the necessary skills to promote a healthy emotional culture in the workplace.*

TOPIC 03

Communication Across Differences

- *Developing culturally responsive communication skills to foster healthy collaboration and a sense of belonging.*
- *Cultivating psychological safety in order to foster inclusive work environments.*
- *Exploring how the focus on impact can build trust and build strong collaborative relationships that will encourage risk-taking, innovation and creativity.*

TOPIC 04

Recognizing & Motivating Employees

- *Exploring your responsibility and the strategies to ensure employee retention and engagement.*
- *Gaining skills to provide feedback and coaching to develop others for higher performance.*

TOPIC 05

Leader as Builder of Teams

- *Clarifying communication, information sharing & decision making.*
- *Understanding and leading through the different stages of team development.*
- *Learning how to lead through influence and collaboration vs. authority.*

TOPIC 06

Conflict Management & Inclusive Meeting Facilitation Skills

- *Learning about conflict as opportunities for deeper understanding and connection in the workplace.*
- *Understanding styles of conflict and effectively managing conflict and resistance in a diverse work environment.*
- *Tips, tools, and techniques for inclusive meeting management rooted in creating psychological safety.*