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Organizations with above-average diversity are 2.4X more likely to outperform their peers financially.

Source: DDI
Diversity, Equity, and Inclusion Report 2023

Great Leadership Is Inclusive Leadership

How inclusive are your leaders?

Diversity, Equity, and Inclusion (DEI) need to be at the heart of any successful business strategy. That's because DEI is directly related to greater innovation, better decision making, and a better bottom line. But it's not enough to just get diverse people in the door. They won't stay if they don't feel included.

That's where your leaders come in. To succeed in creating an inclusive culture, leaders at every level need to make sure that people from every race, gender, ethnicity, and background feel like they belong and can contribute meaningfully. Not *in spite of* what makes them unique, but *because of it*.

The secret to success? Inclusion can't be an "extra" thing leaders have to worry about. It has to be woven into everyday actions. At DDI, we believe that great leadership is inclusive leadership. And we'll be by your side every step of the way to help leaders turn intention into action.



➤ **Companies that have high bench strength are also significantly more diverse. Increased bench strength also corresponds to having a stronger culture of inclusion.**

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Driving DEI Through Leadership

Many companies start out with great intentions to build a diverse and inclusive culture. But they fall short on the execution side.

At DDI, we're here to be the execution engine of your DEI strategy. We'll work together to design a leadership development solution to match the specific context of your business and goals for inclusion.

We'll work with you to:

- Connect your DEI goals to the critical leadership behaviors for success.
- Provide objective data through assessments and better selection processes to decrease bias.
- Create custom learning journeys for leaders to move from awareness to action and allyship.
- Measure progress with data from the people around your leaders—their managers, peers, and direct reports. And 82% of them report that they see positive leadership behavior change after leaders attend DDI training.

And with a leadership development subscription, you can draw on our extensive library of content, including virtual and classroom training options, immersive experiences, online courses and sustainability tools, and more.

We know an inclusive culture takes ongoing commitment at every level. And we have the experience and expertise to make it happen.

7 Key Leadership Behaviors Drive Inclusion

Being aware of unconscious bias or the business case for DEI is not enough. Leaders need the tools, frameworks, and skills to bridge the gap between theory and practice. By focusing on the day-to-day micro-moments of leadership, we will help your leaders truly transform. And we have the science to back it up.

Our research shows these seven behaviors are crucial to an inclusive culture. They can help your leaders leverage diversity on their teams and reap the business benefits, including more innovation, stronger engagement and retention, and better financial results.



Build Empathy

Inclusion must start with empathy. Leaders need to be able to put themselves in the shoes of everyone on their team. We help leaders build empathy through unique programs, like our award-winning virtual reality experience or desktop simulation on developing empathy for exclusion. Plus, we help leaders take action on their newfound empathy and commitment to change.

“This really has the power to change corporate America.”

- Fortune magazine

“It’s had an impact on everybody who has gone through it. It’s so powerful because you get an opportunity to step into someone else’s shoes and see from their perspective.”

- Taiwan Brown
Head of D&I, RealPage

Communicate Inclusively

How leaders communicate daily is at the core of inclusion. We teach leaders how to communicate effectively with DDI’s Key Principles, which give leaders the day-to-day skills to help all members of their team feel valued, respected, trusted, supported, and included.

Run Inclusive Meetings

Inclusion is about making sure the right people are in the room—for ideation and decision making. We provide tips and practices so everybody participates (and not one person dominates), conversations stay respectful, and meetings keep on track.

Delegate for Opportunity

It’s easy for leaders to get in a rut with delegation. They get into a habit of giving the same assignments to the same people and making assumptions about what people do and don’t want to work on. We help leaders inclusively assign projects and support their teams through execution.

Give Honest Feedback

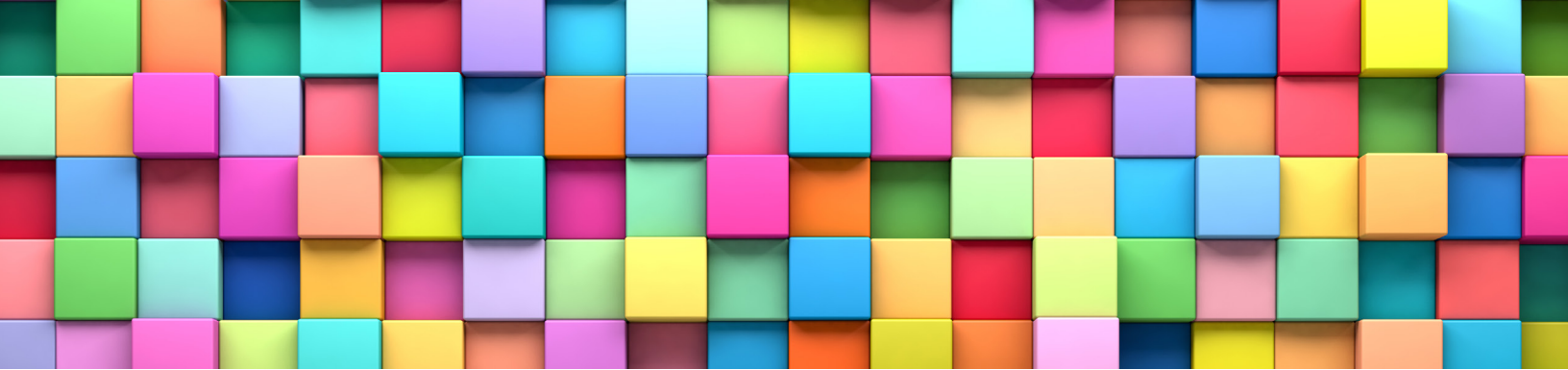
Many managers are uncomfortable giving honest feedback to people who are different from them, especially minorities. But failure to provide honest feedback robs your team members of critical developmental insight for future success. We teach leaders to give structure to both their positive and developmental feedback, and how to share it inclusively.

Coach Inclusively for Growth

People from different backgrounds are often left out of informal networks and conversations that help them learn, grow, and influence others. We give leaders the coaching skills to accelerate performance and practice fair performance standards across their team.

Resolve Conflict Fairly

Healthy conflict on diverse teams drives more well-rounded decisions and innovation. But it’s critical that leaders pay special attention to how they resolve this conflict. We help them practice behaviors that make sure multiple viewpoints are heard and evaluated.



It's Time to Develop Inclusive Leaders

With a full toolkit of 35+ courses, 50+ microcourses, 140+ online tools, and more, let's work together to design high-impact experiences to develop stronger and more inclusive leaders.

Sample Courses

Available in multiple formats

- Building and Sustaining Trust
- Communication: Connect Through Conversations
- Conversations to Inspire Performance
- Creating an Inclusive Environment
- Inclusion: Build Empathy
- Inclusion: Coaching for Individual Growth
- Inclusion: Foster Psychological Safety in Meetings
- Inclusion: Take Action
- Leaders As Allies

Sample Microcourses

Online bursts of learning in 10 minutes or less, exclusively available with a leadership development subscription

- Building an Inclusive Culture
- Contributing to an Inclusive Culture
- Finding Balance Within a Multicultural Team
- Leveraging Diversity
- Managing a Multigenerational Team
- Managing Workplace Bullying

Train the Trainer

You can certify your own facilitators to deliver DDI's inclusive leadership courses. Already have DDI-certified facilitators? Get specialized skills with the Facilitator Booster: Foster Inclusion and Courage.

Begin Creating an Inclusive Environment Now

The future will belong to companies that engage and retain the best possible talent from all walks of life. This is the moment to start changing your culture. Lean on DDI's expertise to be by your side every step of the way.

Contact us at info@ddiworld.com or visit www.ddiworld.com to explore more.

DDI is a global leadership consulting firm that helps organizations hire, promote, and develop exceptional leaders. From first-time managers to C-suite executives, DDI is by leaders' sides, supporting them in every critical moment of leadership. Built on five decades of research and experience in the science of leadership, DDI's evidence-based assessment and development solutions enable millions of leaders around the world to succeed, propelling their organizations to new heights.