



# Create an Inclusive Environment

Move past the numbers game of diverse representation and focus on what leaders can do to drive inclusion. Inclusive leaders can boost engagement, increase retention, and improve team results. Build the foundational skills that leaders need to set the tone for inclusion in your organization.



## How Inclusive Are You? Self-Insight Tool

Gain insights to determine aptitude for leveraging the abilities, perspectives, and styles of individuals for the success of the organization with this 15-minute self-evaluation.



## High-Impact Courses

Build a strong foundation with essential skills in:

- Creating an Inclusive Environment
- Fostering Innovation
- Inclusion: Build Empathy (with Virtual Reality)

Courses can be delivered onsite or in a virtual classroom.



## Online Microlearning

Boost skills in minutes with bite-sized, digital experiences:

- Unconscious Bias
- Leveraging Diversity
- Creating a Coaching Culture on Your Team



## On-Demand Development Tools

Sustain learning and apply skills with interactive support tools on DDI's Pinpoint platform:

- Quick to Judge Continuum
- About Those Stereotypes Exercise
- Capability and Motivation Grid
- Empathy is Boss Game
- Manager Support Resources

- Need to build more skills? Want to enhance with more tools? DDI can work with you to co-create a custom experience unique to your organization. -

## Course Overview

### Build Skills with High-Impact Courses

#### Creating an Inclusive Environment

This course focuses on leaning into and leveraging the unique abilities, perspectives, styles, and ideas of each person. Stereotypes and unconscious bias are explored as well as the differences in who we are, how we think, and what it means to an inclusive workplace. Three practices lay out a personalized path for identifying, engaging with, and advocating for individuals whose voices must and should be heard.

#### Fostering Innovation

This course provides a practical approach, and tools and techniques, to help leaders and their teams think differently about how they work and to help them generate new ideas that add value to your organization and your customers. Leaders also learn what they can say and do to foster innovation with their teams.

#### Inclusion: Build Empathy (with Virtual Reality)

In an immersive and memorable experience, leaders experience what it's like to feel like an outsider and how it affects their motivation and ability to be effective in their jobs. Delivered with a virtual reality headset or a 360-degree video, this session invites leaders to share their own experiences and reflect on their points of view in a safe but thought-provoking facilitated discussion.

### Boost Learning with Microcourses

#### Unconscious Bias

Everyone has unconscious biases—they're the result of the way the brain handles the millions of bits of information bombarding us daily. But our biases can get in the way of our good intentions, limit our own success, and cause us to deny development opportunities to others. The Unconscious Bias microcourse helps learners become aware of their own biases in order to make better decisions.

#### Leveraging Diversity

Do you value the unique qualities you and your coworkers bring to the workplace? Did you know that people expressing their differences actually enhances an organization's growth? Valuing differences is the right thing to do from both an interpersonal and a business perspective. By leveraging diverse styles, abilities, and motivations, you encourage creative solutions and unique approaches that enable your organization to achieve improved results.

#### Creating a Coaching Culture on Your Team

Imagine a workplace culture where team members play to their strengths, help one another to be their best selves, and push forward awesome solutions. A coaching culture creates a safe space for these moments to blossom. In such a culture, learning can come from a variety of sources: peers, managers, direct reports, and external coaches. When everyone in a company can be a coach, everyone benefits.

## Designed for Impact

High-impact leadership development needs to be designed as a learning journey that unfolds over time, draws on multiple learning options and modalities, and provides opportunities for practice and application.

With DDI by your side, you can design and deliver powerful learning journeys proven to develop better leaders. We'll work with you to:

**Flex to Meet Needs**—Looking for an off-the-shelf program or custom solution? A program delivered online, virtually, live, or a blended approach? We'll flex and help design the unique learning journey you need.

**Scale for Success**—Whether you're looking to develop a few cohorts or all managers across your enterprise, we can help.

**Measure Impact**—Need to show real results? We have easy options to help you track and measure success from knowledge checks to continuous feedback tools to evaluation surveys.



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