

Develop Inclusive Teams

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 and on teams.



Discover: How Inclusive Are You?

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.



Build a Strong Foundation

Build the essential skills with an online course:

- Communication: Connect Through Conversations



Develop Skills with a Virtual Classroom Experience

Engage leaders in a high-impact experience as a team:

- Inclusion: Build Empathy
- Leading Teams: Achieve More Together



Boost Skills with Microlearning

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

- Leveraging Diversity
- Everyday Engagers
- Unconscious Bias



Sustain Skills with On-Demand Development Tools

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

- Coat of Arms
- About Those Stereotypes
- Quick to Judge
- Team Effectiveness Diagnosis

- 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. -

Program Overview

Build Skills with High-Impact Courses

Communication: Connect Through Conversations

This course highlights to leaders that engaging the “head”—the business outcome of the conversation—is just as critical as recognizing and addressing the “heart”—people’s feelings, such as being respected or appreciated. Leaders will recognize the role of emotional intelligence in success as a leader as they develop foundational leadership skills that apply to the wide range of workplace situations they must handle.

Inclusion: Build Empathy

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.

Leading Teams: Achieve More Together

This course teaches learners to become aware of teams’ practical and personal needs and introduces six factors by which they can evaluate a team’s level of performance. Learners experience an immersive, interactive exercise in which they diagnose problems of several teams in a fictitious organization and recommend steps the teams’ leaders can take to move toward optimal team performance. Learners apply this new understanding to their workplace teams and leave the session with a plan for moving forward.

Boost Learning with Microcourses

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

(SAMs), you encourage creative solutions and unique approaches that enable your organization to achieve improved results.

Everyday Engagers

People need to feel satisfied with their jobs, but even a leader’s best intentions can’t guarantee that their team is truly engaged. If people feel disconnected, they might not perform at their best. Evaluating engagement efforts and demonstrating simple but powerful everyday actions will help to motivate and engage team members as well as leaders themselves.

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. This microcourse helps learners become aware of their own biases in order to make better decisions.

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.