



# Inspire Inclusion

## A Sample Learning Journey to Develop Inclusive Leaders

A check-the-box approach to DEI training will not drive inclusion and impact in the workplace. Leaders must learn the specific behaviors needed to be more inclusive within their role. Explore *Inspire Inclusion*, a sample learning journey to disrupt biases, commit to action, and develop the everyday skills inclusive leaders need.

Coaching

### Key Skills

- Empathy
- Emotional Intelligence
- Fostering Psychological Safety
- Coaching
- Delegating
- Resolving Conflict

Get Started	Build and Practice Skills			Get Results
	Phase 1	Phase 2	Phase 3	
<p><b>Kickoff from CEO</b></p> <p><b>Orientation for Leaders and Their Managers</b></p> <p><b>Gain Insights</b> Complete assessments to reflect on strengths and gaps.</p> <p><b>Organize Peer Learning Groups</b> Schedule sessions to discuss key takeaways.</p>	<p style="text-align: center;"><b>Key Courses</b></p> <p><b>Inclusion: Build Empathy</b> <span style="color: blue;">C</span> 2 hours</p> <p>Experience an immersive simulation to witness feeling excluded and commit to becoming more inclusive.</p> <p><b>Coaching: Take Action</b> <span style="color: blue;">C</span> 2 hours</p> <p>Develop everyday inclusive leadership behaviors using an actionable framework to create and nurture an inclusive culture.</p>	<p style="text-align: center;"><b>Key Courses</b></p> <p><b>Inclusion: Coaching for Individual Growth</b> <span style="color: blue;">VC</span> 90 minutes</p> <p>Support team members to become their authentic selves and reach their full potential.</p> <p><b>Inclusion: Delegating Equitably</b> <span style="color: blue;">VC</span> 90 minutes</p> <p>Increase fairness and support individual growth with high-profile and high-impact work.</p>	<p style="text-align: center;"><b>Key Courses</b></p> <p><b>Inclusion: Foster Psychological Safety in Meetings</b> <span style="color: blue;">VC</span> 90 minutes</p> <p>Conduct inclusive meetings where everyone feels heard and valued.</p> <p><b>Inclusion: Resolve Conflict Fairly</b> <span style="color: blue;">VC</span> 90 minutes</p> <p>Uncover inclusive steps to promote discovery and fair conflict resolution.</p>	<p><b>Recognition</b></p> <ul style="list-style-type: none"> <li>- Reflections</li> <li>- Celebration</li> </ul> <p><b>Measurement</b></p> <ul style="list-style-type: none"> <li>- Participation</li> <li>- Evaluations</li> <li>- Impact Study</li> <li>- Talent Metrics</li> </ul> <p><b>Plan Future Development</b></p>
	<p style="text-align: center;"><b>Reinforcement</b></p> <p><b>Unconscious Bias: Awareness into Action</b> <span style="color: blue;">M</span> 10 minutes</p> <p>Become aware of biases and gain insights to make better decisions.</p>	<p style="text-align: center;"><b>Reinforcement</b></p> <p><b>Leveraging Diversity</b> <span style="color: blue;">M</span> 10 minutes</p> <p>Leverage diverse styles, abilities, and motivations to encourage creative solutions and achieve improved results.</p>	<p style="text-align: center;"><b>Reinforcement</b></p> <p><b>Human-Centered Leadership</b> <span style="color: blue;">M</span> 10 minutes</p> <p>Support your team members and ensure their personal and practical needs are met.</p>	
<p>Make Development a Way of Work to Sustain Learning, Apply Skills, and Grow: Peer Learning Groups   Individual Development Plan   Online Resources</p>				

C Classroom VC Virtual Classroom O Online Course M Microcourse

## Ready to Design Your Own Program?

With a DDI MultiLevel Subscription, you have everything you need to develop inclusive leadership skills and foster a culture of inclusion: award-winning content, personalized insights, learning tools, and the flexibility to reimagine your DEI and leadership programs. Plus, you'll get your own DDI Strategic Learning Team to guide you throughout the design and implementation process.

Explore DDI's [Leadership Development Subscriptions](#).