



# Leading in a Diverse and Inclusive Culture

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Get deeper insights into yourself, your team, and the benefits of diversity & inclusion at all levels of your organization.

## Highlights

- Develop your own personal vision to apply your D&I learning to embrace diversity & support an inclusive company.
- Identify your ideal network to accomplish your D&I goals
- Understand the benefits of D&I for your organization.

## Key Competences

- Defining D&I
- Communicating inclusively
- Leading a multicultural team
- Having difficult conversations
- Recognizing micro-inequities
- Managing inclusive meetings

## The Right Programme for You

You are a senior manager, director, vice president, division head or HR professional. You know a diverse team can deliver exceptional results, but you need the skills and tools to make it happen.

Senior Managers



## Learn, Practice and Use

- **Recognize** the issues and value of D&I at the personal, team, and organizational levels
- **Become** a more inclusive leader by recognizing strengths and growth opportunities for yourself and for others
- **Communicate** effectively and inclusively in a diverse environment
- **Articulate** how operating from biases impacts innovation, productivity, and engagement
- **Analyse** diversity and cultural competencies in the context of talent management
- **Harness** the power of differences to boost team performance and collaboration
- **Manage** disagreements, misunderstandings, and conflict professionally
- **Understand** the impact of culture on the way we communicate, build relationships and lead teams
- **Share** your knowledge and challenges with your peers and MCE's highly experienced faculty

## Practical Information

### Face-to-Face



**2 days**  
**€2,295**

### Available In-Company

The programme is available as an In-Company solution for your teams. More information at [mce.eu/inco](https://mce.eu/inco)

# Programme Modules

1

## **Introduction to Diversity and Inclusion**

- Establish a common language through definitions
- Understand the business imperative for diversity and inclusion in the workplace
- Reflect on the multidimensional, multicultural aspects of individual identity

2

## **Bridging Communication Differences**

- Identify communication style
- Recognize obstacles that may hinder communication
- Apply listening and empathy to bridge differences
- Understand and recognize microinequities
- Initiate a conversation with someone whose difference you may be uncomfortable with

3

## **Leading a Successful Multicultural Team**

- Identify strengths and development needs using the inclusive leadership assessment
- Master the art of inclusive meetings
- Develop a skill for facilitating teams' ability to work effectively together
- Identify your ideal network to accomplish your goals and advance your career
- Identify leadership challenges

4

## **Dialogue: Having Difficult Conversations**

- Use a model to hold difficult conversations
- Identify characteristics of debate, discussion, and dialogue
- Practice dialogue in conversations

5

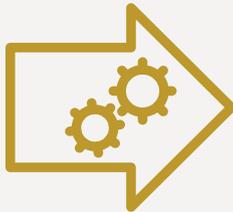
## **Your Vision and Plan for an Inclusive Workplace**

- Review the seminar's key tools and takeaways
- Create an inclusive vision for your workplace
- Build an inclusive leader action plan



# Learn

the key business skills and knowledge you need for your management role today and tomorrow



# Practice

the skills you learn and get feedback, recommendations and coaching



# Use

what you learn and practise as soon as you get back to your office

For more information please contact:



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