Professional

INCLUSIVE LEADERSHIP PRACTICES

COURSE OVERVIEW

Developing leadership behaviors that foster psychological safety and belonging.

COURSE OBJECTIVES

- Understand the traits of inclusive leaders (Curiosity, Courage, Humility).
- Build psychological safety in teams.
- Leverage diversity for innovation.

SKELETON OUTLINE

- Diversity is a Fact; Inclusion is a Choice.
- The 6 Traits of Inclusive Leadership.
- Psychological Safety: The Foundation of Teamwork.
- **Activity:** Conducting a Personal Inclusion Audit.

UNCONSCIOUS BIAS & MITIGATION

COURSE OVERVIEW

- Moving beyond "awareness" to structural mitigation of bias in HR processes.

COURSE OBJECTIVES

- Identify common biases (Affinity, Halo, Confirmation).
- Audit HR processes (Hiring, Promotion) for bias.
- Implement "Nudges" to interrupt biased decision-making.

SKELETON OUTLINE

- The Science of Bias (System 1 vs. System 2).
- Types of Bias in the Workplace.
- Structural Mitigation vs. Individual Awareness.
- **Simulation:** The "Blind Resume" Review Exercise.

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