

Managing Inclusion: Voices Executive Briefing

Helping executives to drive inclusive leadership in their organizations.

Fact Sheet



The role of leadership is expanding and leaders are being challenged by new expectations from Boards, society, and employees. Today's leaders need to lead with inclusion to rise to these new challenges.

Managing Inclusion: Voices Executive Briefing can support executives by building their inclusive leadership skills within the context of today's demands. Managing inclusion: Voices will provide executives with the opportunity to work together in a smaller group session to discuss these new challenges and how they can be addressed through inclusive leadership.

Employees bring their unique experiences and diverse backgrounds to the organization. The promise of inclusion is to engage this talent, drive their development, and create an environment where their ideas and perspectives result in better outcomes for their teams, and ultimately for the company.

Overview

This program begins by asking executives where they see the organization in its inclusion journey in terms of its maturity. Leaders explore and define their role as senior leaders to drive inclusive practices and behaviors from whatever their starting point may be. Leaders will begin by reflecting on how their own and the experiences of others create challenges and opportunities across the organization as they learn about what it takes to set every employee up for success. Engaging videos with real people and real stories will shed light on how experiences vary and how they can impact people at work.

Learning and development is identified as a key driver of employee engagement as the topic of

In this program, participants will:

- Explore how leveraging diversity, equity and inclusion can impact performance at the individual, team, and organizational levels.
- Embrace the responsibility to drive and reinforce a culture of growth and development for all.
- Role model inclusive behaviors and setting expectations about the behaviors, structures and processes in the organization supporting an inclusive culture.
- Identify the inclusive behaviors in your organizational context.

go-to performance across the organization is explored. Leaders are encouraged to think about their role in creating a learning culture for all employees and how they can take steps to make this a reality.

The role of trust is also examined so that employees can contribute new ideas, speak up when they see something that isn't quite right, and be willing to take on new stretch assignments without a fear of failing.

Many leaders today believe that others will automatically trust them and are surprised that they may need to earn the trust of others—and how trust builds can look different for different people. Key levers and an approach to building trust at the organizational and individual level are identified.

Executives will apply their learning to realistic scenarios such as when they are struggling in a sponsorship relationship with their sponsee from a different background, how to engage when they observe non-inclusive behavior in a talent review discussion, and how to address a societal incident that is affecting their employees. And they will also identify some developmental areas for themselves through an insight tool.

Audience

C-Suite or Executives that lead large parts of the organization.

Participants will leave with:

- An understanding of their evolving role as inclusive leaders in the organization to role model, set expectations, and hold others accountable.
- Enhanced self-awareness of the impact of their beliefs about capability on talent.
- New understanding about how trust builds across differences, and how care plays a critical role.
- A personal action plan to advance inclusion in their organization.

Learning approaches:

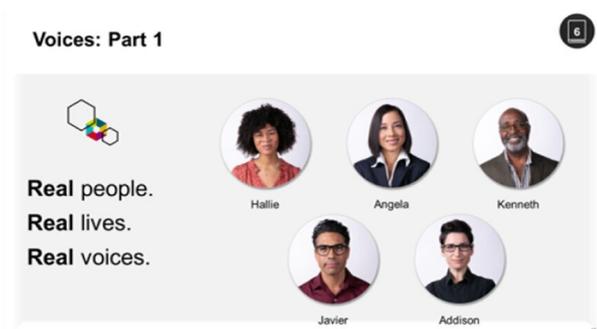
- Voices videos with real people, real stories.
- Personal reflections.
- Scenario practice.
- Real life application.
- Large, table, and paired discussions.
- Managing Inclusion Executive Insight Tool.

Delivery options

- Two-and-a-half-hour program configurable for the traditional classroom or virtual classroom experience (VCE).
- Other Program Available: Managing Inclusion: Voices for people leaders program for those not in executive leadership roles but who lead or influence teams. This program is four hours and is configurable for the traditional classroom or virtual classroom experience (VCE).

Optional reinforcement: Activators

A complete set of complementary assets including videos, podcasts, discussion guides, and other application tools are available to support learning paths.



About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

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