

# THE HUMPHREY/ GROUP



## Inclusive Leadership™



## A Signature Learning Experience

Inclusive work environments are created by inclusive leaders. Leaders set the stage by establishing norms and expectations for how others are treated. Inclusive Leadership™ helps leaders articulate an intentional commitment to inclusion and identify specific steps they can take to foster inclusion in their organization.



## Key Learning Outcomes

In this Signature Learning Experience, participants receive the knowledge and tools to...

- Articulate a clear, authentic commitment to inclusive communication.
- Use inclusive language and messaging to ensure clarity, respect, and a sense of belonging in workplace interactions.
- Apply strategies to mitigate the impact of unconscious biases in communication.
- Develop communication techniques that foster trust, openness, and inclusiveness.
- Implement communication behaviors that support inclusion.
- Apply skills such as “calling in,” and responding constructively to being “called out.”
- Adapt communication styles to navigate diverse perspectives and create an environment where all voices are heard and valued.



## Participant Profile

Inclusive Leadership™ is ideal for leaders at all levels who need to improve...

- Establishing an organizational culture where all voices and identities feel a sense of belonging.
- Implementing the organization’s diversity, equity, and inclusion goals.
- Increasing awareness of biases and their impact on others.
- Using inclusive language.



*It was brilliant! Loved the workshop content & material, and especially loved the actionable things that they coached on, as well as the interactive nature of the conversation.*

— Jennifer, Manager, Marketing Technology Firm



# Program Modules

## / Foundations of Inclusive Communication

Gain an understanding of the relationship between inclusivity and effective communication. Develop a personal statement about why inclusive communication matters and how it can enhance leadership and team dynamics.

## / Breaking Bias: Build Inclusive Dialogue

Unconscious biases can significantly influence our communication behaviors toward others. This module teaches you about unconscious bias in communication and provides methods to practice inclusive communication and allyship, ensuring you can be a better ally for your peers.

## / Develop an Inclusive Leadership Mindset

Learn about the pillars of inclusive communication and identify where they have the most opportunity for growth. You'll define specific communication behaviors and actions you can take to improve inclusivity in your conversations and leadership style.

## / Foster Inclusive Communication

Foster an inclusive work environment by developing specific tactics to increase inclusivity in your communications. Learn techniques such as calling in and calling out, giving inclusive feedback, and effectively communicating as an ally.

## / Sustainment

Upon completing the program, receive 30-day access to our full digital resource library. This enables you to revisit key concepts from the program while also exploring content from our entire suite of offerings. With access to a range of insights and tools, you can reinforce your learning and explore new, complementary skills.

## SPARK Your Learning with Tailored Program Add-ons






We make it easy to tailor our programs to your specific needs with our extensive library of add-on modules.







# Choose Your Delivery Method

	Virtual	In-Person
 <b>Timing</b>	4, 1.5 hour live online sessions	2, 7 hour days
 <b>Self-Directed Learning</b>	Online prework prior to each virtual session	Access to program materials prior to the session
 <b>Instructor-Led Sessions</b>	Live virtual facilitation led by The Humphrey Group	Facilitation led by The Humphrey Group
 <b>Coaching</b>	30 minutes of 1:1 coaching	1:1 coaching in a group setting
 <b>Sustainment</b>	30 day access to our digital resource library	30 day access to our digital resource library

\*Hybrid delivery options are available

\*Available in: English, French & Spanish

# Trusted by Top Organizations of All Sizes.



Teleflex®



Walmart\*



CBRE

PHILIPS

BLACKROCK



## The Humphrey Group Difference

- More than 35 years of experience
- Interactive, hands-on learning
- Feedback-rich development
- Flexible delivery options
- Access to self-directed sustainment
- Seamless experience through digital learning platform
- An approach that combines mindset + toolset to develop exceptional leadership communication skills



## About The Humphrey Group

### We are the Leadership Communication Experts

Our singular focus on leadership communication guarantees a depth of expertise unmatched in the market. For over 35 years, The Humphrey Group has developed leaders to be better, more inspiring communicators, increasing their ability to drive action, build trust, and create alignment across the organization. We are passionate about our purpose to teach and promote inspiring communication. When you're inspired, you inspire others, and the outcome is greater engagement, stronger results and enduring organizational success.

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