

# THE HUMPHREY/ GROUP



**Inclusive Leadership™**

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## 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...

- Understand the current landscape of corporate diversity and inclusion.
- Clearly articulate an authentic commitment to inclusion and why it matters to their organization.
- Understand the difference between individual bias and systemic discrimination, and the relationship between the two.
- Identify areas of their business where systemic barriers to inclusion may be present.
- Learn how to practice allyship without centering themselves.
- Practice critical inclusive communication skills such as “calling in” and responding to being “called out.”
- Use inclusive language.



## 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.*

— Manager, Marketing Technology Firm



# Program Modules

## / Foundations

Gain an understanding of the relationship between diversity and inclusion and develop a personal statement about why diversity and inclusion matter.

## / Privilege & Bias

Learn about unconscious bias and learn ways to practice allyship. Identify specific actions to be a better ally for their peers.

## / Inclusive Mindsets & Behaviors

Identify which of the pillars of inclusion they need to work on most and behaviors to build up that pillar. Roleplay workplace scenarios that require them to respond to difficult feedback in an inclusive manner.

## / Practice Inclusive Feedback

Receive 1:1 feedback from the instructor on their ability to respond to difficult feedback in an inclusive manner.

## / Inclusive Communication

Review the differences between calling in and calling out as tactics for inclusion and roleplay scenarios. Develop a step-by-step plan for speaking up inclusively and receive instructor feedback.



## 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>+</b> Timing	4, 1.5 hour live online sessions	2, 7 hour days
<b>+</b> Self-Directed Learning	Online prework prior to each virtual session	Access to program materials prior to the session
<b>+</b> Instructor-Led Sessions	Live virtual facilitation led by The Humphrey Group	Facilitation led by The Humphrey Group
<b>+</b> Coaching	30 minutes of 1:1 coaching	1:1 coaching in a group setting
<b>+</b> Self-Directed Sustainment	30-day access to self-directed modules and downloadable tools	30-day access to self-directed modules and downloadable tools

\*Hybrid delivery options are available

\*Available in English, French & Spanish

# Trusted by Top Organizations of All Sizes.



## The Humphrey Group Difference

- More than 35 years of experience
- Simple, applicable tool-based solutions
- Interactive, hands-on learning
- Feedback-rich development
- Flexible delivery options
- Access to self-directed sustainment
- Seamless experience through digital learning platform



## 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 results, increase engagement, and elevate organizational success. We are passionate about our purpose to create a more human workplace and a more human world through communication training. We design our solutions with the learner at the core, ensuring relevant and meaningful development.

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