

Leading Diverse Teams

Strategies to Leverage Diversity as a Differentiator

Diversity exists in many forms - gender, ethnicity, age, experience, background, working styles and geography. These differences can challenge workplace values, relationships and team productivity. When managed effectively, however, diversity can be the catalyst for creative and innovative solutions and result in high performing teams and impactful outcomes.

The challenge and opportunity for leaders is to create an environment in which all members of the team feel respected, included and appreciated as individuals while harnessing diversity to positively impact shared business goals. By taking this course, leaders will:

- Understand why diversity and inclusion competencies are a leadership imperative.
- Appreciate what dimensions of diversity exist in the workplace and which leadership competencies are essential to be an inclusive leader.
- Learn to create a culture in which differences are respected and work well together.

Course Modules

1 INTRODUCTION

- Course objectives
- Evolution of D&I in the workplace and as a leadership competency
- Business benefits of diverse teams

2 DIMENSIONS OF DIVERSITY

- Strategies to uncover dimensions of diversity on teams
- Challenges and opportunities resulting from diversity

3 UNDERSTAND SELF

- Explore individual feelings about diversity to identify blind spots
- Understand impact of personal feelings about diversity on individuals

4 D&I LEADERSHIP COMPETENCIES

- Learn primary D&I competencies to lead by example (Curiosity, Empathy, Respect, Transparent Communication)

5 PRACTICE D&I LEADERSHIP STRATEGIES

- Understanding individual needs to motivate and coach
- Balancing individual and collective needs
- Fostering a positive and safe culture

6 CONCLUSION

- Review key lessons and take-aways
- Develop individual action plan to implement strategies within organization