

Inclusive Leaders Programme

Programme Overview

<h3>Summary</h3>	<p>A 1-day workshop that provides understanding on the benefits of a more open, diverse and inclusive organisational and leadership culture</p> <p>The course content covers the various 'drivers' of diversity & inclusion including the business case, the legislative underpinnings and, at the heart of the course, unconscious bias and its impact on leadership and management decision making. We also look at recognising bias, and how it affects decision making, in yourself and others as well as how to challenge biased thinking.</p>
<h3>Style and Approach</h3>	<p>A mixture of breakouts/groups, video, presentation and action planning.</p>
<h3>Programme Structure</h3>	<p>One Day</p>
<h3>Audience</h3>	<p>Line Managers and Leaders who want to increase their understanding of how to support staff and build a more inclusive work environment.</p>
<h3>Group size</h3>	<p>25 Participants</p>

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Preparing for the workshop

Before attending the course, you are asked to take one or more of the Harvard Implicit Association tests as well as taking time to reflect on the test scores. We have a section on the course where we help you to interpret the results.

Programme Topics

- Similarities and differences in the workplace
- The Business Case for Diversity & Inclusion
- The Equality Act 2010 – the Legal underpinnings and legislative framework.
- Unconscious Bias; types of bias and how it affects decision making
- Four Layers of Bias
- Micro Inequities and Micro Affirmations
- Legal Case Studies
- Practical ways to reduce bias in decision making
- Personal commitments to building a more inclusive work environment

Outcomes

Having attended this course, you will be able to:

- Contribute to creating a more diverse and inclusive environment in there are of the business
- Define the risks of non-inclusive working practices to Network Rail
- Identify the key aspects of the Equality Act 2010 and how it relates to your role
- Describe the concept of unconscious bias and how it affects decision making
- Apply practical ways to reduce the adverse effects of your own biases at work

How to Apply:

You can self-nominate via Oracle.