

## What is the Certificate in Inclusive Leadership Program?

Together with a small group of fellow leaders, the program will help you to gain a strategic approach, practical tools, and the opportunity to build your skills to advance diversity, equity, and inclusion in your workplace.

This program is for you if you want to grow your inclusive leadership capabilities and lead change within your team, department, or organization.

Join the community of 134 leaders from 112 organizations who have completed the program.

## Our Approach

In a small, interactive group, we deep dive into diversity and inclusion, using an intercultural competence lens to:

- Explore how to take a strategic approach to diversity and inclusion
- Identify and address barriers, biases, and discrimination
- Enhance understanding of cultural differences
- Deepen competence in addressing and creating inclusion and belonging within an organization

You can leverage the frameworks and tools shared in the program to approach different dimensions of diversity, recognizing the intersectionality of people's experience in the workplace and beyond. To create the conditions for meaningful discussion, live sessions are not recorded.

## Program Concepts

In this program, you will learn about...



### Awareness and Assessment

- Interculturally competent individuals and organizations
- Strategic approach to organizational diversity and inclusion



### Finding and Keeping Talent

- Inclusive recruitment and selection practices
- Inclusive onboarding practices



### Communication and Employee Development

- Intercultural communication and strategies
- Inclusive performance management strategies



### Leadership and Diversity & Inclusion Strategy

- Develop a diversity, equity and inclusion action plan to create meaningful change
- Measure diversity and inclusion

## Program Content

### Session 1:

#### Awareness and Assessment (Part 1)

- Introduction to intercultural competence on an individual level.
- Explore how you can leverage intercultural competence to work more effectively within your team, department and organization.

### Session 2:

#### Awareness and Assessment (Part 2)

- Introduction to intercultural competence on an organizational level.
- Introduction to a strategic approach to making change around your organization's diversity, equity, and inclusion.

### Session 3:

#### Finding Talent

- Learn how to implement best practices and strategies that remove barriers and address bias in the recruitment and selection of immigrant professionals.

### Session 4:

#### Keeping Talent

- Learn how to develop a culturally inclusive onboarding process.
- Explore and develop intercultural communication skills for leading a team and for collaboration.

### Session 5:

#### Communication and Employee Development

- Learn how to implement inclusive and culturally competent performance management practices and how they address barriers.
- Learn how to leverage intercultural competence for feedback conversations.
- Continue to build your intercultural communication skills for leading a team and for collaboration.

### Session 6:

#### Leadership and Diversity and Inclusion Strategy (Part 1)

- Leverage the learnings from the program and take a strategic approach to developing a diversity, equity, and inclusion action plan.
- Understand how to leverage data in planning and implementing diversity, equity, and inclusion change.

### Session 7:

#### Leadership and Diversity and Inclusion Strategy (Part 2)

- Continue to develop your diversity, equity, and inclusion action plan.
- Learn how to successfully lead change around diversity, equity, and inclusion in your workplace.

## Investment

Enroll before Jan 15, 2020 to get 20% off your enrolment with code: **earlybird20**

Non-profit pricing available to registered non-profits and charitable organizations.

### Regular Price

**\$989.00**

### Non Profit Price

**\$799.00**

## More Information

To learn more about the program, or to register for your spot today:

- Visit [www.inclusive-leadership.ca](http://www.inclusive-leadership.ca) or contact Raj Dam at [rdam@triec.ca](mailto:rdam@triec.ca)