

# Managing Inclusion



## Expanding organizational capability and unleashing untapped talent.

All teams have a few go-to performers. What comes to mind when we think of these individuals? They are contributing their best effort and producing their best work. They are showing up eager to contribute and feel comfortable offering that next great idea and even pushing back so that even better outcomes are achieved.

Unfortunately, we have found that in most teams, only two out of 10 people operate at this “go-to” level of performance. Imagine what you, your team, and the organization would be able to accomplish with more people operating at or near go-to levels of performance.

Managing Inclusion helps leaders expand organizational capability by unleashing underutilized and underdeveloped talent.

### Overview

The promise of the benefits of a more diverse organization must be unlocked by inclusive leadership. In fact, diverse teams that are not managed inclusively may in fact under-perform all other teams. As businesses seek to bring in more diverse talent, building inclusive leadership capability is critical to accrue the benefits of fresh perspectives and new ideas to drive desired business outcomes.

Managing Inclusion is a leadership development program that will help leaders understand the value of being more inclusive and teach them new skills to do it. Leaders will learn through an engaging video case study, experiential exercises, and leave the program with new skills and an action plan for themselves and their teams (and for those that lead large organizations, executives will leave with an action plan to make an impact at the enterprise level).

**The benefits of a more diverse organization must be unlocked by inclusive leadership.**

### In this program, leaders and managers will:

- Understand the benefits of a more diverse team and inclusive culture.
- Examine the dynamics of their own team.
- Understand their role in creating an inclusive environment.
- Explore the barriers that are getting in the way of a truly inclusive environment.
- Plan practical actions to break down barriers and foster an inclusive culture in which all employees can thrive and bring their best.

### Participants will leave with:

- A common language about diversity, inclusion, and engagement.
- A personal business case for becoming more inclusive.
- Enhanced self-awareness of their own blind spots and the understanding that there is untapped potential on their team.
- The realization of the profound impact they, as team leaders, have on creating their team culture and how their people experience the workplace.
- New inclusive leadership skills to develop every person on the team with intention.
- New tools and action plans for self and team (for senior leaders and for the enterprise).

### Learning approaches:

- Video case study.
- Animated videos.
- Social Styles insight tool (full day).
- Large, table, and paired discussions.
- Inclusive conversation planning and partner feedback (full day).
- Action planning for self and team (and for those that lead large organizations, enterprise).
- Optional: pre-work and reinforcement/application tools.

### Modalities:

- Half day instructor-led.
- Full day instructor-led.
- One-hour elearning.
- Tailoring and customization available.
- Licensing and train-the-trainer available.

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### The Korn Ferry Dimensions of Diversity Model



### About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.