



CORPORATE EDUCATION GROUP

Inclusive Leadership Learning Journey



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Learning That Powers Performance



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Inclusive Leadership Learning Journey

Virtual Program — 16 learning hours paced over 6 weeks

- Pre-Program Leader Behavior Analysis II® (LBAII® Assessment)
- Five Virtual Learning Sessions
 - Building Leadership Agility Using SLII® Concepts
 - Embracing Diversity, Equity, and Inclusion
 - 5G Connection: Helping a Multi-Generational Workforce Thrive
 - Leveraging Diverse Thinking to Drive Innovation
 - Cultivating and Integrating Hybrid Teams
- Self-Paced Pework Learning Assignments
- One 60-minute 1-1 Coaching Session
- Capstone Event (optional)

Program Description

As our global markets, workforce, and customers become increasingly diverse, inclusive leadership is emerging as an essential capability. Inclusive leaders create and sustain work environments in which diverse perspectives, contributions — and talents flourish. They build teams and organizations where people feel a deep sense of belonging and where a focus on well-being and engagement amplifies performance. When people feel included at work—when they feel valued and respected—they're more engaged, more productive, and more willing to deliver above and beyond what is asked of them. Organizations of all sizes and across all industries need inclusive leaders.

The Inclusive Leadership Learning Journey expands the landscape around Diversity, Equity, and Inclusion (DEI), exploring a variety of dimensions in which leaders need to be inclusive. Foundational to the learning experience is a commitment to the values of DEI that goes much deeper than the business case for treating people with respect. Designed as a highly interactive cohort experience, this learning journey will equip participants to: apply Situational Leadership concepts to increase leadership agility; foster connection and collaboration within a multi-generational, multi-cultural workforce; leverage cognitive diversity to drive innovation; and build an inclusive team culture that embraces the seismic shift in how, when, and where we work.



Inclusive Leadership Learning Journey Overview

Program Prep

Complete Leader Behavior Analysis II® (LBAII®) Assessment

Post Program

Finalize Action Plan, 1-1 Coaching Session, Meet with Your Manager, Capstone Event

Self-paced Prework Assignments

Self-paced Prework Assignments

Self-paced Prework Assignments

Self-paced Prework Assignments



Building Leadership Agility Using SLII® Concepts

Key Takeaway

At the end of this session, you will be able to enhance your ability to provide the right level of support and direction to team members with differing abilities, experience, and work styles.

Total: 4 hours

Embracing Diversity, Equity, and Inclusion

Key Takeaway

At the end of this session you will be able to shape a workplace culture of inclusion and belonging, where all employees feel visible and valued.

Total: 3 hours

5G Connection: Helping a Multi-Generational Workforce Thrive

Key Takeaway

At the end of this session you will be able to adopt a leadership strategy that addresses the needs and strengths of multiple generations in the workplace.

Total: 3 hours

Leveraging Diverse Thinking to Drive Innovation

Key Takeaway

At the end of this session you will be able to leverage diverse thinking to drive innovation by recognizing the benefits of encouraging diversity of perspectives, experiences, and backgrounds in teams, promoting idea generation, creative problem-solving, and fostering stronger relationships.

Total: 3 hours

Cultivating and Integrating Hybrid Teams

Key Takeaway

At the end of this session, you will be able to address the challenges of hybrid work and identify actions to take that foster engagement and collaboration.

Total: 3 hours

Total Program Duration is 16 hours over 6 weeks

- **Competencies:** Leadership Agility, Diversity, Trust, Creative Problem Solving, Collaboration, Adaptability
- **Duration:** Five Learning Sessions 16 hours over 6 weeks
- **Coaching:** One 60 minute 1-1 Coaching Session
- **Capstone Event**



Inclusive Leadership expands the landscape around diversity, inclusion and belonging, exploring a variety of dimensions in which leaders need to be inclusive.



Build Professional Credibility

Upon successful completion of the Inclusive Leadership Learning Journey, you will earn a co-branded certificate of completion jointly issued from CEG and Duke Continuing Studies.



Program Components

Pre-course Assessment

Before the program start, participants will take the Ken Blanchard Leader Behavior Analysis II® (LBAII®) assessment. This assessment tool is designed to provide managers with a measure of their leadership style flexibility and effectiveness.

Virtual Learning Sessions

There are five instructor-led, virtual learning sessions that explore various dimensions of inclusive leadership. The first session is four hours in duration and the remaining sessions are three hours long.

Pework

Self-paced prework assignments provide participants with the opportunity to extend or deepen their learning. Pework assignments are designed to accommodate a variety of learning styles and include videos, podcasts, articles, white papers, and application challenges.

Individual Coaching Session

Participants meet individually with a CEG facilitator to receive targeted feedback and finalize their action plans to successfully “launch” into the next phase of their careers.

Virtual Learning Sessions

There are five instructor-led, virtual learning sessions that explore various dimensions of leadership. The sessions are designed to be interactive, engaging and application-based.

Capstone Event

This program ends with a capstone session that will, in part, involve each participant (or team) making a brief business presentation on key learning gained throughout the program together with goals achieved that have advanced organizational initiatives.



Program Topics and Activities

Before the Program

Leader Behavior Analysis II® (LBAII®) Assessment (30 min)

Learning Sessions

Session 1: Building Leadership Agility Using SLII® Concepts (4 hours)

In this introduction to SLII® session, you'll learn an intuitive, practical leadership framework that matches the developmental level of an employee on a task with the optimal levels of direction and support they need to succeed. The goal of this session is to enable you to successfully use a proven model for developing others based on their task-specific level of confidence, competence, and motivation.

Topics:

- Over-Supervision Versus Under-Supervision
- “Just Right” Leadership
- Three Skills of SLII
 - Goal Setting
 - Diagnosing
 - Matching
- Rescripting Leadership Style Conversations
- Role-Play and Practice

Key Takeaway:

At the end of this session, you will be able to enhance your ability to provide the right level of support and direction to team members with differing abilities, experience, and work styles.

Pework for Session 2

Session 2: Embracing Diversity, Equity, and Inclusion (3 hours)

The goal of this session is to broaden your perspective around your and other's experiences of dimensions of diversity, power, and privilege. We will explore ways to build a culture where conscious inclusion is embedded in business systems and processes. We will investigate ways to configure opportunity, interaction, and communication to realize the potential of diversity. And we'll also identify ways to foster a sense of belonging where everyone feels welcome to grow, connect, and contribute.

Topics:

- Explain the Dangers of Stereotypes in the Workplace
- Recognize How Culture and Media Reinforce Unconscious Stereotypes
- Identify Dimensions of Diversity that have Shaped Your Professional Opportunities and Choices
- Explain the Importance of Acknowledging and Discussing our Differences
- Make a Personal Connection Between Diversity Factors and Your Relationship to Various Types of Privilege

Key Takeaway:

At the end of this session you will be able to shape a workplace culture of inclusion and belonging, where all employees feel visible and valued.

Pework for Session 3

Session 3: 5G Connection: Helping a Multi-Generational Workforce Thrive (3 hours)

In the history of work, we are in an unprecedented situation where there are five generations fully enconced in the workplace. Getting them to collaborate and work side-by-side toward shared organizational goals is not as easy as it may seem. Each generation grows up in a different context and, as a result, may have different expectations and aspirations around work. Adopting a leadership strategy that addresses the distinctive needs of various generations in the workplace will enable you to foster collaboration, enhance communication, and harness the strengths of your full workforce.

This session will provide you with techniques to gain insight into your employees' general framework of experience, which can help you better shape their work experience and achieve stronger results. You will also learn how to stay attuned with the needs of your team so you can pivot and adapt as the workforce continues to change and grow.

Topics:

- The Five Generations
- Dispelling Myths and Misconceptions
- Life Stage and “Work Personality”
- Work Policies and Organizational Culture
- Collaboration and Teaming
- Succession Planning

Key Takeaway:

At the end of this session you will be able to adopt a leadership strategy that addresses the needs and strengths of multiple generations in the workplace.

Prework for Session 4

Session 4: Leveraging Diverse Thinking to Drive Innovation (3 hours)

This session focuses on the benefits of encouraging diversity of perspectives and experiences when working in teams, specifically to promote idea generation and creative problem solving. By working with a variety of different backgrounds, experiences, and perspectives, individuals will discover connections and build stronger relationships within their teams.

Topics:

- The Value of Cognitive Diversity
- Insights from Neuroscience
- Creative Problem Solving and Innovation
- Brainstorming and Brain “Swarming”
- Productive Conflict and Pivotal Conversations

Key Takeaway:

At the end of this session you will be able to leverage diverse thinking to drive innovation by recognizing the benefits of encouraging diversity of perspectives, experiences, and backgrounds in teams, promoting idea generation, creative problem-solving, and fostering stronger relationships.

Prework for Session 5



Session 5: Cultivating and Integrating a Hybrid Team (3 hours)

Offering tremendous benefits for organizations and individuals, hybrid work is here to stay. For employees, combining onsite and remote work offers flexibility as well as opportunities to connect with colleagues in the office. For managers and leaders, however, trying to balance individual needs with team effectiveness is challenging; it creates a shifting work environment that may erode team dynamics and productivity. In this session, we will explore ways to optimize the benefits of a hybrid model in a way that positively impacts individuals, teams, and organizations. We will look at hybrid work through an equity lens, focusing on relationship building, autonomy, proximity, and alignment. We'll also examine ways to shift team culture to maximize engagement and collaboration.

Topics:

- Benefits and Challenges of Hybrid Work
- Refining Team Norms and Expectations
- An Integrative Framework for Leading Hybrid Work: CAARE
- Team Structure and Configuration
- Fostering Autonomy and Alignment
- Ensuring Equity
- Building Relationships and Team Culture

Key Takeaway:

At the end of this session, you will be able to address the challenges of hybrid work and identify actions to take that foster engagement and collaboration.

Capstone Event (optional)

Program Conclusion

One 60-minute 1-1 Coaching Sessions (optional)







About Corporate Education Group

Corporate Education Group is a premier provider of talent development solutions. Since 1987, CEG has collaborated with clients to unlock business value by delivering talent strategies and development solutions that align with targeted business goals to make your workforce exceptional. From assessments to advisory consulting, program design, coaching, training delivery and measurement, we identify the right solutions to unlock business value. Our mission is to enable clients of any size, in any industry, to cultivate exceptional leaders and develop a skilled and resilient workforce to advance a culture of engagement, accomplishment, inclusion, and trust.

Through our strategic alliance with Duke University Management Training, we offer premiere certificate programs backed by a renowned higher-education institution. Our practice focus is in Management and Leadership, Diversity, Equity and Inclusion, Project Management, Business Analysis, Agile and Scrum, and Lean Six Sigma, and our solutions are delivered in onsite, classroom, virtual, on-demand and blended settings. CEG is a PMI® Charter Global Registered Education Provider and a member of the Global Executive Council, an IIBA® Endorsed Education Provider, and an approved Channel Partner with the Blanchard Partner Network. For more information please go to www.corpedgroup.com.



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