

Inclusive Leadership Programme

- CMI Level 7



CMI Awards

FINALIST

Outstanding Training
Provider of the Year 2022



Inclusive Leadership Programme

- CMI Level 7

Duration

Three teaching days

Validating Body

CMI

Overview

In a dynamic global market, organisations rely on diverse, multidisciplinary teams. But simply throwing a mix of people together doesn't guarantee high performance; it requires inclusive leadership. Leadership that assures that all team members feel they are treated respectfully and fairly, are valued and sense that they belong, and are confident and inspired.

In today's competitive and modern climate, it is critical that leaders and managers understand the impact of their decisions and actions on others they manage. Effective leaders play a key role in shaping a positive working environment, supporting progression, ensuring equality and building an inclusive, high performing culture.

Research from Harvard Business School has concluded that having inclusivity within a team will 'directly enhance its performance.' Their research shows that teams with inclusive leaders are 17% more likely to report that they are high performing, 20% more likely to say they make high-quality decisions, and 29% more likely to report behaving collaboratively. The same research also highlighted that a 10% improvement in perceptions of inclusion increases work attendance by almost 1 day a year per employee, reducing the cost of absenteeism.

The Inclusive Leadership Programme will enable participants to reflect on their current leadership approach. Leaders will be introduced to strategies and techniques that they can use to create an inclusive culture and lead diverse perspectives.

The course will equip participants with a responsibility for others, recognising the key role they have to play in shaping a positive working environment, supporting progression and ensuring equality, including pay equality.

The programme is delivered by experts in evidence-based inclusive leadership development. Through a range of theory, interactive discussion and practical application, participants will be able to confidently apply a plan for improvement in their own organisational context to meet the challenges and opportunities ahead.

Who is this course for

This course is ideally suited to;

- Middle or Senior managers who have direct responsibility of managing a team and want to explore themselves as a leader and the concepts of equality, diversity and inclusion.
- Managers who want to increase their understanding of the leader's role in the effective management of an inclusive organisation
- Those wanting to inspire, influence and build high-performing inclusive teams
- Those wanting to build on your inclusive leadership and management skills
- Those wanting to learn inclusive management techniques and tools to foster a diverse, positive and inclusive working environment

Learning Outcomes

The aim of this 3-day course is to enable leaders and managers to operate more effectively and inclusively. Participants will develop an in-depth understanding of equality, diversity, and inclusion at a strategic level, and identify how to best integrate key elements into their leadership.

Participants will:

- Explore the different dimensions of inclusivity and diversity
- Have a clear understanding of an inclusive leaders' role in overall leadership and effective management of the organisation
- Explore diversity self-awareness
- Understand how to inspire, influence and build high performing and inclusive teams
- Critically assess structural inequality within an organisational and team context
- Be equipped with inclusive leadership and management skills to enhance team performance, cohesion and collaboration
- Be able to identify and implant ways to create an inclusive environment
- Appraise the influence of equality, diversity, and inclusion on strategic objectives
- Confidently be able to deploy a range of inclusive management techniques and tools
- Develop individual and/or group action plans focused on creating a more diverse and inclusive workplace

Qualification

CMI Level 7 Award in Strategic Management and Leadership Practice

Following completion of the **Inclusive Leadership Programme**, learners can opt to continue their studies by completing a **CMI Level 7 Award in Strategic Management and Leadership Practice**. This qualification is designed for practising middle managers and leaders at operations, division, departmental or specialist level, who are typically accountable to a senior manager or business owner.

Learners are required to complete one 4,000-4,500 word written assignment. Units to be completed include:

- 702: Leading and Developing People to Optimise Performance

Benefits of completing the qualification include:

For learners:

- Enables learners to develop the professionalism to deliver impact and behave ethically.
- Enables learners to develop an in-depth understanding of how to effectively lead and develop people.
- Provides the opportunity to demonstrate a commitment to continual learning and development.
- Accredited management and leadership qualification and certificate on completion.

For organisations:

- Learners will build on their strategic management and leadership skills to focus on the requirements of embedding the organisation's strategy.
- Provides skills and behaviours to drive core business activities.
- Delivers skills to optimise organisational performance through the effective leadership and development of people.

Learners also receive:

- Targeted tutorials run by our CMI-qualified tutors, to help learners complete the assignment writing phase.
- Dedicated support from the Quality Assurance Team here at In Professional Development, including regular CMI learner drop-in sessions.
- Access to a wealth of CMI online learning resources through their Management Direct website.

Please take a look at our [CMI FAQs](#) to find out more about how the qualification works.

2022 Finalist for Outstanding Training Provider

In 2022 we were shortlisted for the Outstanding Training Provider of the Year Award with Chartered Management Institute.

The CMI who celebrated it's 75th year, recognised In Professional Development as a provider producing exceptional positive impact on the learner experience in the category of small business, as a result of its partnership with the Institute.



We are honoured to have been shortlisted for our work as a training provider so early in our short period of offering professional development programmes and privileged to continue delivering outstanding courses CMI accredited courses through our Non-HE Partner's relationship. Find out more about our shortlisting [here](#).

Agenda

Session 1: Understanding inclusive leadership

Key themes include:

- The business case for inclusive and diverse organisations
- Defining 'equality' 'diversity' and 'inclusion'
- Management expectations in the inclusive and diverse environment
- Mission, vision, values & EDI
- Defining organisational culture
- The key traits of an inclusive leader
- Building trust
- Leadership styles and their impact on inclusivity

Session 2: Leading others inclusively

Key themes include:

- Nurturing diverse dynamic teams
- Recognising and supporting the needs of a team
- Exploring bias
- Understanding micro-incivilities and how to tackle them
- Effective communication

Agenda

Session 3: Inclusivity and the organisation

Key themes include:

- Creating psychological safety in teams
- Employee lifecycle inclusivity
- Supporting mental health and recognising symptoms of stress
- Strategies to install or improve inclusive practice
- Measures of success and stakeholder engagement

Tutors

Naomi Buthee

Naomi Buthee is an experienced, CIPD qualified people management professional with experience of designing and deploying strategies across multiple sectors. Outside of her corporate experience, she works with various organisations and individuals, providing support and advice on a range of people and strategic issues. Naomi's knowledge, enthusiasm and energy brings her courses to life.

Fitzroy Andrew

With a passion for learning; high standards; committed to social causes; grounded humility; an unerring instinct for developing potential. These qualities are amongst the hallmarks of Fitzroy's 40-year career, and they continue to drive him as he develops his portfolio of work with individuals and enterprises.

He knows what it is to climb the career ladder. An HR Director at 29, a charity CEO by his mid-thirties, author of an award-winning research report, and a leader at executive and non-executive levels of SMEs and social enterprises over the last twenty years. Fitzroy has accumulated a wealth of knowledge in strategy, leadership development, coaching and mentoring.

A gifted communicator, Fitzroy is turning his talents to focus in two key areas. The first is to work with individuals to make career and life success meaningful through strengthening and expressing what he calls their 'Achievement Mindset'. This will be delivered through a tailored support package of coaching and self-presentation, and is equally relevant to employed and self-employed professionals.

The second arises out of his experience as a child of the Windrush generation, and is about helping corporate enterprises get the best from inclusive leadership. Teams in today's workplace need to know how to maximise the contribution and effort from everyone; this places a premium on relationships. The most successful teams are the most inclusive teams, and Fitzroy is highly skilled at working with groups to help them unlock high performance through inclusion.

