

Disability Inclusive Management

Feeling comfortable when managing people with disabilities or mental health conditions will not come easily to all managers. Being unsure how to act or feeling uncertain about having the 'right' answers can lead to a loss of managerial confidence. In turn, that can result in an ineffective relationship between manager and team member.

The answer lies in developing an inclusive management style, based around understanding the implications of disability, which builds trust. This is a crucial component of creating a supportive working environment within which disabled staff can realise their full potential.

Description

Armed with an awareness of disability in the workplace (from the 'Becoming disability confident' topic), this topic will provide further practical advice on how best to manage team members with disabilities. A significant part of this stems from building the trust required to allow for open and honest conversations.

You'll learn about the value of emotional intelligence, active listening, self-disclosure and paying attention to what really matters to the individual. You'll consider what an inclusive management approach looks, sounds and feels like, as well as the behaviours which can enable or impede that approach.

What does it involve?

This topic commences with a short task in which you consider the experiences you've already had in dealing with disability, mental health or other personal issues. This is then followed by a half-day workshop that offers practical guidance on things like performance management, making workplace adjustments, discussing sensitive issues and the limits of what managers are expected to do.

What's the outcome?

The learning activities in this topic will help you understand that a disability may not have a consistent and predictable impact on a colleague's physical, emotional or psychological well-being. You'll also appreciate that having a disability does not automatically translate into impaired workplace performance.

With this in mind, you'll be more sensitive to each individual's unique situation and able to create an environment in which they can perform to their fullest ability. Completing this topic will improve your confidence but will also make you more aware of the impact of your own actions, behaviour and bias on the relationships you have with your disabled colleagues.

Learning activities



Online
resources




Online
tutorial



Workshop

Delivery method:

F2F 

VLE 

Estimated learning time:

4 hours 30 minutes

How to book

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