

Leading Inclusive Teams

Although often mentioned in the same breath, diversity and inclusion are two quite separate things. Diversity relates to the traits, characteristics and qualities which make every one of us unique. Inclusion is about harnessing that diversity; creating a working culture that embraces individual differences. Team leaders have an important part to play in creating an inclusive workplace culture where no one feels marginalised for being different. Where an inclusive culture does exist, team members are likely to feel more valued and will be more productive as a result.

Description

This topic will demonstrate how an inclusive team is one which feels safe to work in, can cope with creative conflict and tolerates challenges to the status quo. Leading an inclusive team means that team members feel valued for who they are as much as what they know or do. You will learn how to draw on the diversity of your team to maximise their performance; working with different identities, backgrounds, experiences and perspectives to make sure individuals and teams thrive.

You'll learn about considering the needs of the individuals in your team and the importance of trust, considering how you build it within your team. Challenging your assumptions is an important part of this, as is being able to constructively challenge other people's inappropriate behaviour.

What does it involve?

This topic is centred on an all day workshop, preceded by an online tutorial on 'looking at the overlooked' in inclusive teams and a short preparatory task. During the workshop, you'll learn how to create a safe environment where team diversity becomes a performance advantage. You'll be introduced to skills and techniques for encouraging the

development of an inclusive culture and improving the working experience within your team.

Two post-workshop tasks follow, including one in which you'll evaluate how your team communicates with each other and how this could be used to demonstrate inclusive priorities.

What's the outcome?

Completing this topic will help you understand the link between inclusion and improved team performance. You'll appreciate what an inclusive leadership approach looks like and will be able to challenge non-inclusive attitudes and behaviours in the workplace. You'll become a role model yourself for inclusivity, championing honesty, integrity and authenticity in your behaviour and relationships. In doing so, you will contribute to creating a more inclusive Civil Service workforce, in which differences and diversity are celebrated and nurtured.

Learning activities



**Online
tutorial**



Workshop



**Self
assessment**

Delivery method:

F2F

VLE

Estimated learning time:

7 hours 30 minutes

How to book

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