

# Inclusive Leadership Fundamentals

## Building the foundational principles of inclusive leadership in the workplace

Today's increasingly diverse business context demands leaders who can leverage workforce diversity as an organisational opportunity and resource. Inclusive leaders are uniquely positioned to draw on the diversity that characterises today's business environments to boost performance, productivity, and profit; enhance creativity and innovation; expand access to diverse markets and opportunities; strengthen brand reputation; and improve employee engagement, commitment, and wellbeing.

This fundamentals program unpacks DCA's evidence-based model for inclusive leadership and presents tools to develop inclusive leadership competencies and capabilities. It also explores practical steps, informed by DCA's Inclusive Teams Toolkit, that leaders can take to build inclusive teams and organisations.

This program is for senior leaders and emerging leaders looking to develop, or improve, their inclusive leadership capabilities to build more inclusive teams and organisations.

### Learning Outcomes

#### Self leadership

- Demonstrate identity awareness and reflect on how their own, and others, lived experiences shape their leadership approach
- Apply a curious, open and growth mindset that challenges accepted practices and incorporates different perspectives into how business is done

#### Team leadership

- Apply practical tools and strategies to become an effective ally and create inclusive teams where a diversity of individuals feel valued, respected, and able to contribute

#### Organisational leadership

- Equipped with tools to help them identify systemic and structural barriers within the organisation that impact equity and inclusion
- Apply inclusive leadership principles to influence organisational policies, systems, and culture

## Program Overview

**Part 1: Understanding the Diversity and Inclusion Context:** Introduction to diversity and inclusion and the importance of inclusion and inclusive leaders in the workplace.

**Part 2: Self-Leadership:** Overview of DCA's Inclusive Leadership framework including the skills and behaviours required to be an inclusive leader.

**Part 3: Team Leadership:** Practical tools and strategies to build inclusive teams, informed by DCA's Inclusive Teams Toolkit.

**Part 4: Organisation Leadership:** Key D&I concepts and tools to identify and address systemic organisational barriers to build an inclusive organisation.

## Interactive Elements

All programs include videos, group discussions, self-reflection activities and key resources for participants to take home.

## Learner Profile

This program is suitable for executive leaders, c-suite, managers, people leaders, HR professionals, D&I practitioners and employees on a leadership pathway.

## Facilitators

Delivered by DCA's facilitators with leadership experience and expertise.

## Pricing and Format

Delivery Method	Program Duration	Member Price*	Non-Member Price*
Face-to-Face	2 hours	\$4,400	\$6,050
Virtual	2 hours	\$3,850	\$5,500

To encourage maximum learner participation, this program is limited to groups of up to 20 per program. Up to 5 extra employees can attend for an additional participant surcharge of \$500 per program.

\*All pricing is GST inclusive.

## Next Steps

To send through an expression of interest: please complete our [program EOI form](#). Alternatively email [workshops@dca.org.au](mailto:workshops@dca.org.au) or phone 02 8014 4300.

## Program FAQs

See our [DCA Knowledge Program FAQs](#) page for more information.