

Inclusive Workplace Culture: Leading and Sustaining a Culture Transformation

Intended Audience	Mid-level	Delivery Options	<ul style="list-style-type: none">• 2-Day In-Person (Onsite or Seminar)• 4-Week Virtual
HR Competencies	<ul style="list-style-type: none">• HR Expertise (HR Knowledge)• Global & Cultural Effectiveness• Leadership & Navigation	Recertification*	SHRM: 15 PDCs

Program Overview

Numerous research studies confirm that inclusive workplace cultures abound in innovation, productivity and profitability. In this enlightening, scenario-based course, you will discover the characteristics and impact of an inclusive workplace. Through meaningful discussions that highlight what an inclusive workplace culture is, why it matters, and how to develop one, you will acquire tools and techniques to foster a positive culture of inclusion for your staff. You will learn how to make mindful decisions, support sustainable change, and build strong initiatives to engage, develop and motivate your employees.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Identify components of workplace culture and the impact on inclusivity
- Explore techniques to create, maintain, and measure an inclusive workplace through communication, mentorship, hiring practices, executive level support, facilitation, listening, data reporting, and training
- Apply strategies that foster inclusion to common workplace situations by addressing implicit bias, making mindful decisions, and reinforcing positive change
- Embrace and foster all talents in a workplace where people thrive

Program Modules

This program includes the following modules:

Module 1: Introduction

Module 2: Connecting to Inclusive Culture and Moving Toward Authenticity

- The Inclusive Culture Roadmap
- How Do You See Yourself? (Your Diversity Story)
- How Do You See the World? (Unconscious Bias)
- Diversity, Inclusion, Belonging, Equity & Allyship – How Do They Fit Together?
- Critical Inclusive Culture Conversations
- Inclusive Culture Scenario



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- Application Exercise

Module 3: Making a Case for Inclusive Workplace Culture

- The Changing World of Work/The Changing World of the Worker
- Inclusive Culture for Better Workplaces/Better World
- The Inclusive Culture Business Imperative
- Inclusive Culture Scenario
- Application Exercise

Module 4:

- Components of Culture
- How Does Culture Happen?
- Assessing Culture and Inclusion
- Inclusive Culture Scenario
- Application Exercise

Module 5: Creating Culture Intentionally

- The Journey toward Inclusive Culture
- HR as a Change Agent and Key Cultural Influencer
- Cultural Partners
- Cultural Institutions
- Cultural Levers
- Operationalizing Values
- Creating an Inclusive Culture Strategy with Design Thinking
- Case Study
- Application Exercise

Module 6: Managing and Sustaining a Changing Culture

- Managing and Sustaining Change
- Communicating Inclusive Culture Stories and Reporting
- Inclusive Culture Scenario
- Application Exercise

Module 7: The Ending and the Beginning

- Putting it All Together
- Application Exercise: My Inclusive Culture Roadmap
- Course Conclusion



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