



Courage: Inclusive Leadership in Action

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Accelerated and
sustained results

Our differences are our strengths

What do you need to do to accelerate your diversity and inclusion results?

Inclusive Culture – without it there is no point to diversity. Diversity and inclusion is linked to all people strategies – but do your leaders understand the practical day to day connection?

How do you create an inclusive culture? Most leaders GET the power of diversity and inclusion and will be passionate in their support. But do they know what they have to do in managing their teams every day?

You need a 'PULL' strategy – **Courage: Inclusive Leadership in Action** has been designed specifically to enable leaders to understand and know how to PULL difference through your organisation!

Inclusion: Leaders 'get it' but they don't know what to do!

We all agree that creating an inclusive culture is our goal. It's good for business. It creates employees that are more engaged. We all also know that each of us have some unconscious bias.

So what?

What does this really mean in terms of day to day behaviours in the workplace?

What actions do leaders actually have to take from a practical perspective in order to create a workforce culture of inclusion?

Following our award winning Mastering Gender Leadership Program, we are now proud to say thousands of leaders have used our new program, **Courage: Inclusive Leadership in Action** – with amazing results!

Based on 10 years of work in the field and over 10,000 conversations with leaders from boardroom to dragline. It works! The program that is more of an EXPERIENCE than a program. It will change everything.

Inclusion from a broad perspective BEYOND 'diversity and inclusion.'



This is the next step – for organisations that recognise that understanding bias is not enough!

Courage: Inclusive Leadership in Action – the 'how to' of inclusive leadership embedding behavioural change

The program covers what inclusion looks like from a practical perspective – with example based discussions such as understanding behaviours, seeing some examples of those behaviours, and discussing how this plays out in day to day work in your organisation.

For years **emberin** has worked with leaders and organisations on distilling the practical actions required on a day to day basis in order to build

a truly inclusive culture. This program is based on our learnings and experience in having these conversations and creating action plans that work. The **emberin** philosophy has always been that in order to facilitate cultural change in diversity and inclusion – organisations need to get to critical mass on the 'how to'. This program enables this to happen. Our aim is to enable understanding and cultural change - reaching the four corners of your organisation.

The program challenges leaders to think, experiment and take action. In other words – to be courageous leaders and go against the flow.

Outcomes

In **Courage: Inclusive Leadership in Action** a leader will discover the exact steps they need to take in order to:

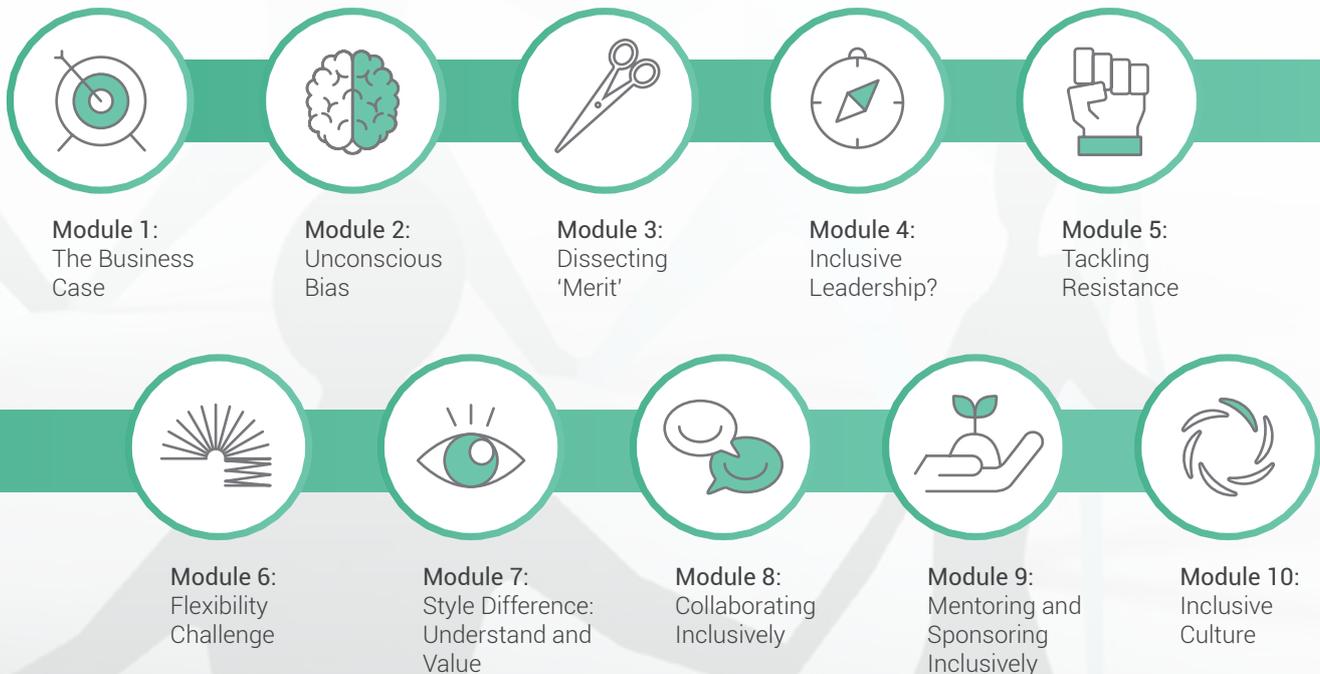
1. Leverage the strengths of each member of the team. That includes having the courage to take a less rigid route to what has been done before: 'instead of shoving the square peg in the round hole, why don't we try something new?'
2. Enable each member of the team to truly have a sense of belonging and absolutely know that their difference is valued. Enable them to share their ideas and suggestions openly without fear of sniggers or being dismissed!
3. Manage every team member inclusively in all the actions they take each day – from mentoring informally, to performance reviews, recruitment, flexible work requests, putting together the new project team, talent management....even who they have coffee with!
4. Speak up and feel empowered to challenge resistance and make brave new decisions with vulnerability, honesty and confidence on what they need to say: 'I can now walk the walk instead of just talking the talk'
5. **Be a real diversity and inclusion champion because they take action every day!**

To get real results requires an army of INCLUSION champions in your organisation.

Leaders need to understand what they have to DO to be 'champions' and cascade ACTION. Leaders need to be accountable for results and they need to make other people accountable. We have designed a process which we call establishing your internal "INCLUSION CHAMPIONS OF CHANGE" using **Courage: Inclusive Leadership in Action** as the tool. It requires leaders to not just learn and build awareness but also to take ACTION through EXPERIMENTS.

Content

The program has been broken up into 10 easy to digest modules:



Our purpose

We are passionate about:

- Unleashing the strengths of EVERY employee
- Enabling organisations to leverage ALL of their human capital
- Being committed to our clients and ACCELERATING their results

Our track record demonstrates REAL results for clients and significant ROI.

TALK TO US TODAY – and we'll get there together! We can't wait to work with you, and to help you uncover the REAL benefits of DIVERSITY and INCLUSION as courageous, innovative thought leaders of the 21st Century – that's you isn't it?

Warmly,

The emberin Team

Your partners in disrupting the status quo!




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