

THE LEADERSHIP OF INCLUSION

“Creating Cultures of Belonging, Equity, and Respect Across Your Organization”

Schedule

Date	Venue	Fees (Face-to-Face)
18 – 22 May 2026	Dubai, UAE	USD 3495 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

Inclusive leadership is no longer optional—it is essential for thriving in today’s diverse, global, and dynamic workplaces. Leaders must be equipped to create environments where everyone feels valued, heard, and empowered to contribute.

This intensive course provides leaders with the insights, skills, and tools to foster inclusive cultures. Through a blend of theory, case studies, and interactive practice, participants will explore how to embed diversity, equity, and inclusion (DEI) into daily leadership behaviors, decision-making, and organizational systems.

Objectives

By the end of this course, participants will be able to:

- Understand the core principles and value of inclusive leadership
- Identify and challenge personal and organizational biases
- Build inclusive teams and foster psychological safety
- Develop inclusive communication and decision-making strategies
- Drive equitable practices and promote a culture of belonging

Why Attend

- Develop the mindset and behaviors of an inclusive leader
- Gain practical tools to lead diverse teams effectively
- Enhance employee engagement, collaboration, and trust
- Learn to manage difficult conversations and reduce bias in processes
- Align inclusion efforts with organizational strategy and performance

Target Audience

This program is designed for:

- Executives and senior leaders across all sectors
- HR and talent development professionals
- DEI officers and organizational development practitioners
- Team leaders and people managers
- Anyone tasked with driving inclusive change in the workplace

Individual Benefits

Key competencies that will be developed include:

- Self-awareness of leadership style and inclusion gaps
- Ability to recognize and address unconscious bias
- Skills to build and lead high-performing diverse teams
- Confidence in facilitating inclusive dialogue and feedback
- Insight into inclusive policies, systems, and performance metrics

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Increased team cohesion and cross-cultural collaboration
- Improved recruitment, retention, and promotion of diverse talent
- Stronger organizational reputation and employer brand
- Reduction in interpersonal conflicts and workplace exclusion
- Alignment of DEI strategies with business outcomes

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Leadership Briefings - Core DEI concepts and global trends
- Case Studies - Success stories and missteps in inclusive leadership
- Workshops - Self-assessments, scenario analysis, and team simulations
- Peer Exchange - Group reflection and best practice sharing
- Tools - Inclusion checklists, decision-mapping templates, and DEI dashboards

Course Outline

Training Hours: 7:30 AM - 3:30 PM Daily Format: 3-4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 - 02:00

Day 1: Foundations of Inclusive Leadership

- Module 1: The Case for Inclusion (07:30 - 09:30) • Business, ethical, and performance arguments for inclusion • The leader's role in setting the tone • Diversity vs inclusion vs belonging
- Module 2: Self-Awareness and Bias (09:45 - 11:15) • Unconscious bias and stereotype threat • Reflective tools for bias identification • Privilege, perspective, and positionality
- Module 3: The Neuroscience of Inclusion (11:30 - 01:00) • How the brain reacts to "in" and "out" groups • Psychological safety and emotional intelligence • Creating inclusive mindsets
- Module 4: Workshop - Identify Your Leadership Lens (02:00 - 03:30) • Personal reflection on inclusive behavior tendencies

Day 2: Inclusive Teams and Psychological Safety

- Module 5: Building Inclusive Team Cultures (07:30 - 09:30) • Collaboration across differences • Cultural intelligence (CQ) and team dynamics • Norms that foster equity and trust
- Module 6: Communication for Inclusion (09:45 - 11:15) • Active listening, micro-affirmations, and inclusive language • Managing team feedback and perspectives • Addressing microaggressions constructively
- Module 7: Facilitating Difficult Conversations (11:30 - 01:00) • Handling discomfort, disagreement, and resistance • Tools for respectful and courageous dialogue • Leader neutrality vs advocacy
- Module 8: Workshop - Reframe a Team Conversation (02:00 - 03:30) • Roleplay and practice inclusive communication strategies

Day 3: Policies, Practices & Equity in Action

- Module 9: Inclusive Hiring, Advancement & Development (07:30 - 09:30) • Removing bias from recruitment and interviews • Equitable access to mentorship and promotion • DEI in succession planning
- Module 10: Inclusive Decision-Making (09:45 - 11:15) • Who's at the table? Who's missing? • Consensus building and democratic input • Inclusion nudges and veto safeguards
- Module 11: Policies that Foster Belonging (11:30 - 01:00) • Parental leave, flexible work, mental health support • Employee Resource Groups (ERGs) and inclusion councils • Behavioral code and escalation mechanisms
- Module 12: Workshop - Audit Your Team Practices (02:00 - 03:30) • Review policies and behaviors for inclusion alignment

Day 4: Strategic Leadership for DEI

- Module 13: Leading Systemic Change (07:30 - 09:30) • Linking DEI to mission, vision, and values • Leadership accountability and performance measures • Overcoming resistance to inclusive change
- Module 14: Inclusive Leadership in Crisis and Conflict (09:45 - 11:15) • Equity in emergency response and decision-making • Healing-centered leadership • Restoring trust after harm
- Module 15: Global Inclusion and Intersectionality (11:30 - 01:00) • Diverse global and generational expectations • Gender, race, disability, faith, and LGBTQ+ inclusion • Intersectional barriers and allies
- Module 16: Workshop - Lead an Inclusion Initiative (02:00 - 03:30) • Design and pitch an initiative to promote inclusion

Day 5: Action Planning and Certification

- Module 17: DEI Measurement and Impact (07:30 - 09:30) • Setting KPIs and success metrics for inclusion • Surveys, storytelling, and pulse checks • Using data to drive change
- Module 18: Leadership Coaching and Reflection (09:45 - 11:15) • Personal development planning • Coaching for behavior change • Peer feedback and accountability
- Module 19: Final Presentations and Peer Dialogue (11:30 - 01:00) • Showcase inclusion plans and receive feedback • Open floor for commitments and support
- Module 20: Workshop - Your Inclusive Leadership Roadmap (02:00 - 03:30) • Complete and present a 90-day inclusion action plan

Certification

Participants will receive a Certificate of Completion in The Leadership of Inclusion, validating their commitment to fostering inclusive workplaces and their capability to lead with equity, empathy, and vision.

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TEL:

+601116373203

EMAIL:

info@mawaevents.net

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