XCELERATE TRAINING INSTITUTE

your learning & development partner

DIVERSITY, EQUITY, AND INCLUSION (DEI)

Inclusive Leadership Training Course

DURATION	LANGUAGE	FORMAT
3 days	English	Classroom / Online

Upcoming dates

Dates	Venue	Format	Fee
4 – 6 Jan 2027	Barcelona	Classroom	€3,200
28 – 30 Jun 2027	Live online	Online (live)	€900
6 – 8 Dec 2027	Live online	Online (live)	€900

Register or ask a question

Online: staging.x8ti.com/course/inclusive-leadership-training-course-2/

+491631686678 · info@x8ti.com

Inclusive Leadership Training Course

Introduction

This Inclusive Leadership training program focuses on developing leaders who can build and sustain inclusive teams by recognizing diverse talents and fostering a sense of belonging. Over three days, participants will engage in immersive sessions combining theoretical insights with practical applications, guided by the expertise of the Xcelerate Training Institute's seasoned facilitators. With a blend of dynamic workshops, peer collaboration, and actionable strategies, this program equips leaders to create truly inclusive environments that drive organizational success.

Learning Objectives

- Learn the principles of inclusive leadership: Understand what it means to be an inclusive leader and its importance in today's organizational context.
- Understand the role of leaders in promoting diversity and equity: Explore the responsibilities of leadership in driving diversity, equity, and inclusion initiatives.
- Develop strategies for creating an inclusive team environment: Gain practical tools to foster collaboration and belonging.

Training Methodology

- Leadership case studies and group discussions.
- Self-assessment and peer feedback activities.
- Leadership simulations, role plays, and action plan development.
- Guest speakers or panel discussions with DEI experts.
- Interactive workshops and breakout group exercises.

Benefits for You

- Enhanced leadership capabilities to effectively manage and inspire diverse teams.
- Improved ability to identify and reduce biases, creating a culture of fairness and respect.
- Increased confidence in implementing inclusion strategies.

Benefits for Your Organisation

- Increased employee engagement and retention through inclusive practices.
- Enhanced team performance and innovation driven by diverse perspectives.
- Strengthened organizational culture aligned with DEI values.

Who Should Attend

Managers, team leaders, and executives across industries who are committed to fostering diversity and inclusion within their teams.

Course Outline

Foundations of Inclusive Leadership

Understanding Inclusive Leadership

- Definition and key traits of inclusive leaders.
- The business case for diversity and inclusion.
- Leadership self-assessment: Identifying your inclusion strengths and areas for growth.

Recognizing Bias

- Exploring unconscious biases and their impact on decision-making.
- Tools for recognizing and addressing personal and systemic biases.
- Interactive bias simulation exercise.

Building Inclusive Teams

Fostering a Sense of Belonging

- The importance of psychological safety in teams.
- Strategies to create a welcoming environment for all team members.
- Group exercise: Designing inclusive team-building activities.

Promoting Equity in Leadership

- Identifying barriers to equity in organizational processes.
- Practical tools to ensure fairness in hiring, promotions, and team dynamics.
- Case study analysis: Successful equity initiatives.

Sustaining Inclusive Leadership Practices

Leading by Example

- The role of authentic leadership in driving inclusion.
- Storytelling as a tool to inspire inclusivity.
- Peer feedback: Leadership scenarios and solutions.

Action Planning for Inclusion

- Developing a personal leadership action plan.
- Setting measurable inclusion goals.
- Interactive panel with DEI experts for final insights and Q&A.

Commitment to Inclusive Leadership

- Reflection on key learnings.
- Sharing action plans with peers for accountability.
- Certification ceremony and group photo.

Additional Notes:

- Pre-training survey to tailor sessions to participants' needs.
- Post-training follow-up: Virtual group check-in after 1 month to discuss progress and challenges.

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Registration Form

Inclusive Leadership Training Course

Preferred dates: ..... Venue or online: .....

Duration: 3 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

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Register online
Open the course page