

Diversity-focused leadership

90-minute virtual session

Leaders play a critical role in creating diverse, inclusive workplaces where everyone can thrive. But inclusive leadership is not passive — it requires intentional actions, mindset shifts, and visible commitment.

This practical session equips leaders with the understanding and tools needed to lead inclusively, foster belonging, and champion diversity as a driver of innovation and performance.

Learning objectives

- Understand the business and human case for diversity and inclusion
- Explore what it means to lead inclusively
- Recognise unconscious biases and their impact on leadership decisions
- Learn practical actions to build more inclusive teams and workplaces
- Develop a personal commitment to diversity-focused leadership

Session format

Sessions are usually run on Zoom or Teams. Please let us know if you prefer a different platform.

Groups of up to 12 recommended, up to 20 if necessary. Please let us know if you have a larger group and we can tweak the session accordingly.

All participants receive a PDF of the slides, key learning points and pointers to further learning resources.

Sample timetable

9:00	Welcome and introduction <ul style="list-style-type: none">• Why diversity-focused leadership matters
9:15	Understanding diversity and inclusion <ul style="list-style-type: none">• Beyond demographics — cognitive, experiential, and identity diversity
9:30	Recognising bias in leadership <ul style="list-style-type: none">• Practical examples• How to mitigate unconscious bias
9:50	Inclusive leadership behaviours <ul style="list-style-type: none">• Small everyday actions that make a big impact
10:10	Action planning <ul style="list-style-type: none">• Choosing two inclusive leadership practices to embed in your role
10:25	Key takeaways
10:30	Close