



INCLUSIVE
LEADERS GROUP

Inclusive Leaders Group (ILG)

Transforming business for profitable growth through
inclusive leadership, equity, and belonging.

Transforming business for profitable growth through inclusive **leadership**, **equity**, and **belonging**.

What We Do to Make it Possible

Diversity and Inclusion Challenges transformed into opportunities. Explore the power of our talent and organizational developments solutions that harness insight and innovation to unlock the art of the possible.

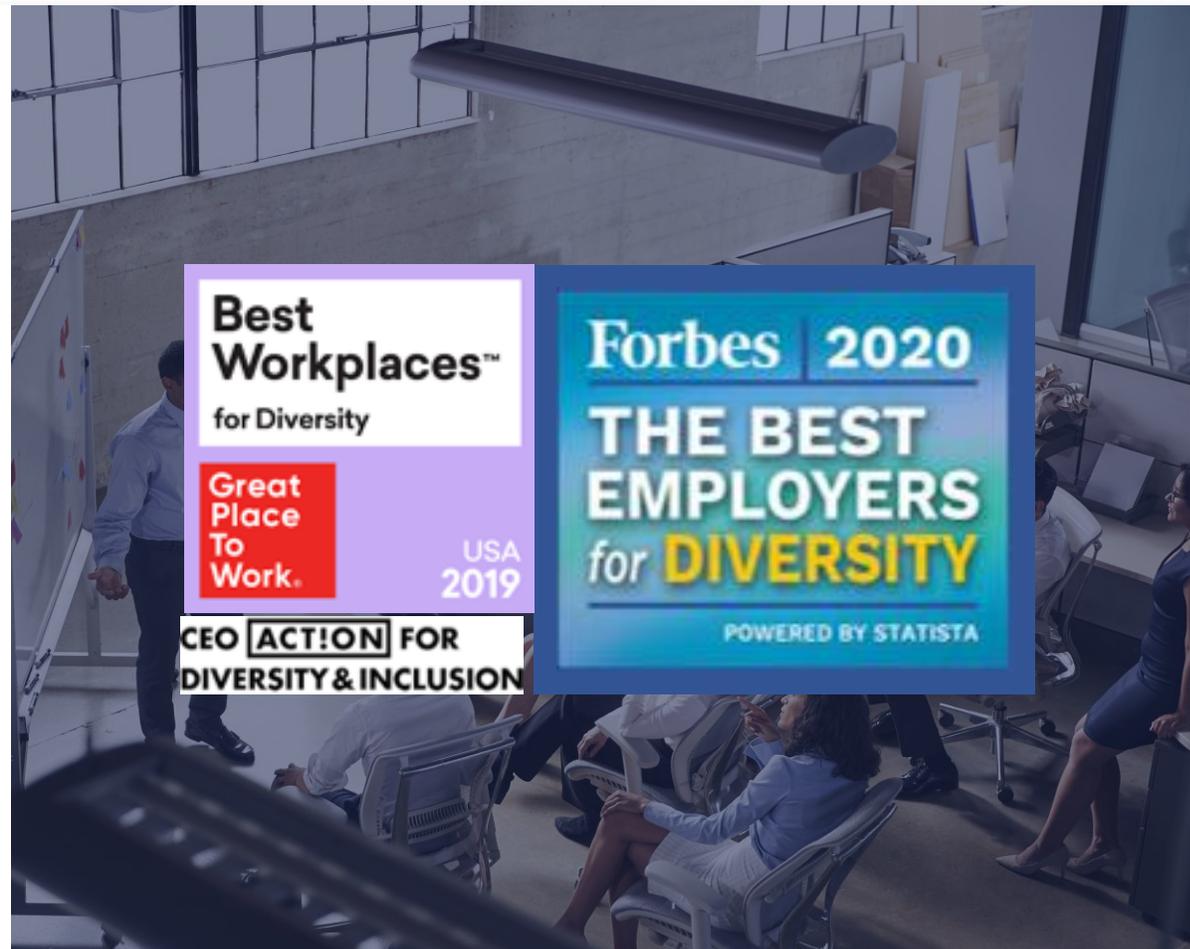
How We Collaborate to Make it Possible

Building a more equitable and inclusive future is no easy task. That's why we've assembled an experienced and gifted team of consultants to deliver a full slate of solutions and capabilities. We collaborate to tap into the value potential of diversity, inclusion, and belonging and propel your vision forward.



Who We Serve

Corporations, non-profit organizations, health systems, and universities committed to Diversity and Inclusion as more than a compliance issue but as a strategic business imperative. Firms fully committed to building productive, diverse and inclusive workplaces.



Inclusive leaders drive organizational organic growth for the **Future of Work**

The Business Case For Inclusive Leadership

- Strategic goal: Organic growth
- To grow you need differential advantage
- For differential advantage you need innovation
- To innovate you need diversity
- To activate the diversity you need equity, inclusion, and belonging.
- To manage all this effectively you need inclusive leadership.



Inclusive Leadership = Transformation

STEPS TO TRANSFORM D&I

1. Understanding.

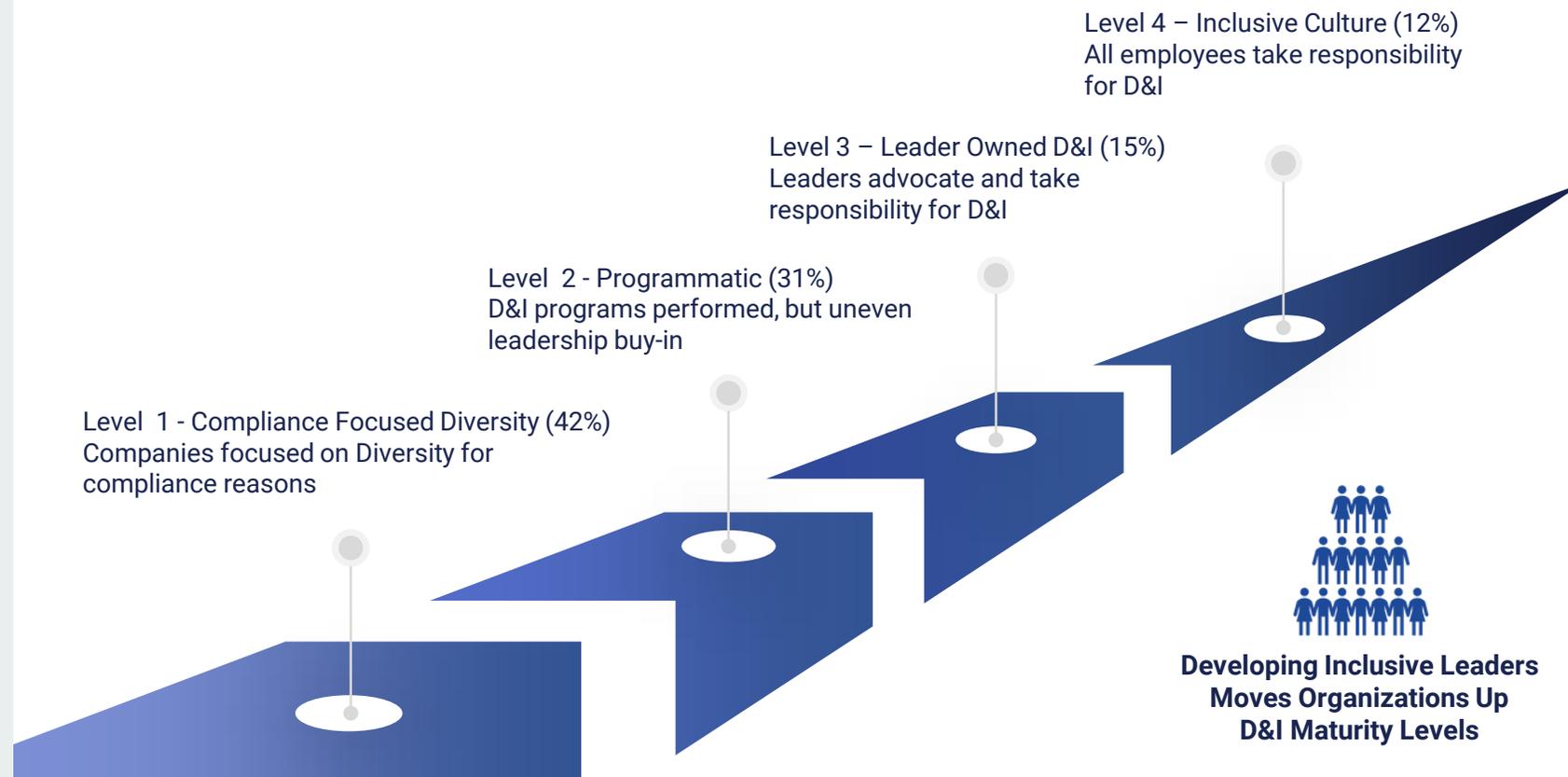
D&I maturity model is designed to create an understanding of an organization's level of D&I maturity and the impact that moving up in maturity level can have on the business.

2. Benchmarking.

Use this maturity model to benchmark your organization's level of D&I sophistication in given areas against market and employer competitors.

3. Inclusive Leadership.

Inclusive leadership capability of frontline, managers, mid-level leaders, and senior executives are most critical to improving your D&I maturity level and business outcomes.



Key questions about inclusive leadership we need to answer together.

01

Question 01

What does inclusive leadership look like?

02

Question 02

How can organizations hire and develop leaders who demonstrate inclusive behaviors?

03

Question 03

What is the impact of inclusive leadership?



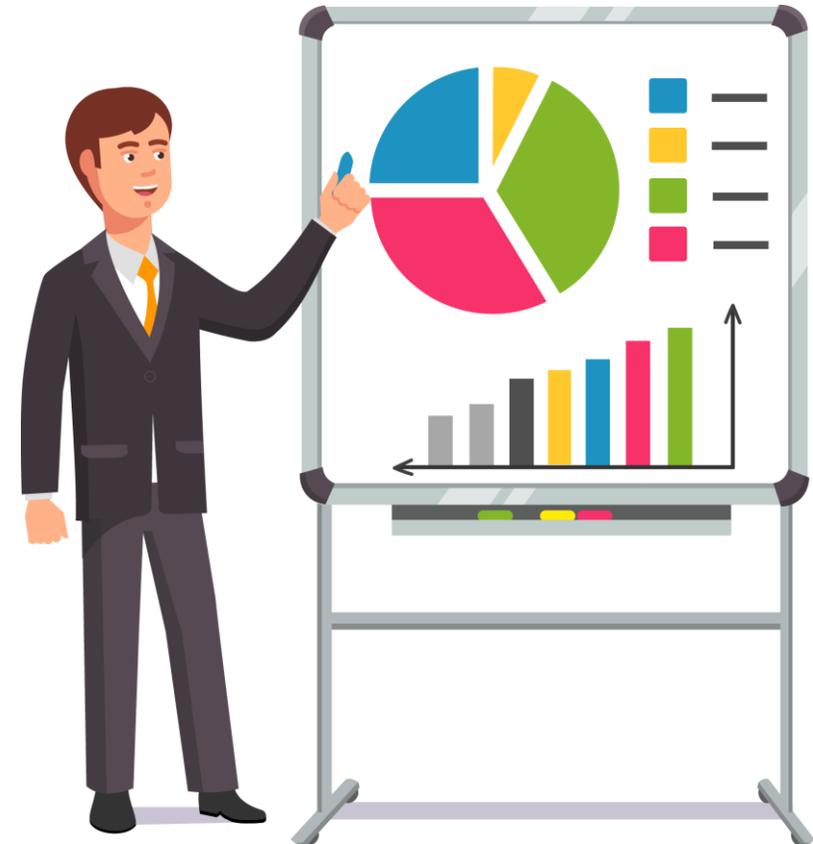
What is Inclusive Leadership?

Inclusive Leadership involves five key competencies:

- Openness and awareness
- Effective advocacy for diversity: and inclusion.
- Building trusting, open teams.
- Leveraging difference for greater insight and performance.
- Driving business results.

These competencies create a benchmark for hiring decisions, as well as:

- A framework for training and coaching
- For many executives, leading inclusively means moving beyond their comfort zones to surface differences within a group of employees, and then
- Using empathy and creativity to make those differences a source of strategic advantage rather than conflict



Inclusive Leadership **Impact on Executives**



Impact of Inclusive Leadership on Teams

The Impact of Inclusive Leadership on Teams

This leader ...



Consulting Approach



Transforming business for profitable growth through inclusive leadership.



Consulting Approach

Business Goals

- Increase revenues
- Attract investment
- Return on Assets
- Shareholders dividend
- Create and launch new products & service
- Number of products in portfolio (BCG matrix)

People Strategy

- Talent Management
- Diversity & Inclusion
- Innovation
- Cultural Transition
- Digital Transformation
- Accountability
- Collaboration

Inclusive Leadership Development

- HR & OD
- High Potentials
- Frontline Managers
- Mid-level Leaders
- Senior Executives

Business Results KPIs

- Sales Revenue
- Net Profit Margin
- Gross Margin
- Sales Growth YTD
- Customer Loyalty & Retention
- Customer Acquisition Cost (CAC)
- Innovation
- Employee Engagement & Happiness
- Employer of Choice



Challenges

- 
- A silhouette of a hiker with a backpack and trekking poles stands on a rocky peak, looking out over a vast, hazy mountain range under a soft, golden sky. The hiker is positioned on the left side of the frame, facing right.
- DIVERSITY & INCLUSION
 - DRIVING ORGANIC GROWTH
 - CREATIVITY & INNOVATION
 - INCLUSIVE SUCCESSION PLANNING
 - WOMEN IN LEADERSHIP
 - LGBTQ+ INCLUSION
 - RACE, ETHNICITY & INCLUSION
 - WORKPLACE DISABILITY INCLUSION
 - NEURODIVERSITY & AUTISM AT WORK
 - MENTAL HEALTH AS A DIVERSITY ISSUE
 - INCLUSIVE WORKPLACE WELLNESS



Solutions

**SPEAKING
ENGAGEMENTS**

**AUDITS &
ASSESSMENTS**

**EDUCATION &
TRAINING**

**D&I
CONSULTING**



Speaking Engagements

- Inclusive Leaders Group delivers keynote speeches with a difference, using day-to-day scenarios to challenge the unconscious biases which we all inevitably have.
- If you are organizing a company conference and plan to include an Inclusive Leadership, Diversity & Inclusion or Unconscious Bias element, you may find it very effective to engage one of our expert keynote speakers. Diversity and Inclusion isn't complicated, but it is difficult. Messages around unconscious bias and inclusion need to be handled sensitively and sometimes it helps to have an 'outside' speaker address these topics.



Education & Training



- We provide in-person, virtual, and digital educational and training programs that can elevate an organization's learning and development efforts.
- Strategic initiatives and cultural transformation are enabled by education programming by providing a common understanding of goals, objectives, and strategies as well as by developing competencies and skills to mitigate bias and strengthen inclusive leadership capabilities.



D&I Consulting

OUR SIGNATURE PRACTICE AREAS

- Inclusivity Audit
- D&I Internal Communication Programs
- Tailored Keynote D&I speakers for conferences
- Providing content for Employee Resource Groups and Women's Network events
- Within multi-nationals - making Global D&I materials relevant to the local business
- Disability Inclusion Audits, Training & Consulting
- Diversity Council creation, launch, and strategic support
- Design and creation of workshops on Inclusive Leadership



Inclusive Leaders Group (ILG):

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Our Partnerships

- Inclusive Leadership Group (ILG) is an institution that encourages deep dialogue, shared understanding, and collaboration by partnering with diverse organizations across the globe. These boundary-spanning alliances help us meet our clients' needs for flexible, relevant Diversity, Equity, and Inclusion solutions that drive profitable growth and enterprise value.
- Contact Inclusive Leaders Group (ILG) at www.inclusiveleadersgroup.com

