



INCLUSIVE LEADERS GROUP

CUSTOMIZED INCLUSIVE LEADERSHIP DEVELOPMENT

DRIVE CHANGE & DEVELOP YOUR LEADERS AT ALL LEVELS WITH WORLD-CLASS
& TRANSFORMATIVE INCLUSIVE LEADERSHIP SOLUTIONS



INCLUSIVE LEADERS GROUP

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WHY INVEST IN A CUSTOM INCLUSIVE LEADERSHIP SOLUTION?

Many organizations today are considering outsourcing Diversity, Equity, and Inclusion learning and development with a proven partner. This can be an effective choice because customized leadership development initiatives enable you to:

- **Secure your future leadership pipeline** by developing what matters most for your organization's unique context and culture.
- **Build and extend inclusive leadership** capacity throughout your organization with a systematic approach.
- **Scale culture change** and ensure lasting organizational transformation.

No matter the size or focus of your business, or the type of disruption you're facing, *Inclusive Leaders Group* can help you find your way forward. Our dedicated Instructional Design Team members are skilled at assessing and understanding the unique needs of your organization and co-creating solutions for customized inclusive leadership development that will drive the greatest impact.

Whether delivered face-to-face, virtually, or using blended formats, our custom inclusive leadership training solutions will provide human-centered experiences that ignite transformational change for you and your organization.

THE BUSINESS CASE FOR INCLUSIVE LEADERSHIP

Enhanced Innovation: Diverse teams bring together a variety of experiences, ideas, and viewpoints. Inclusive leaders leverage this diversity to foster innovation by encouraging creative thinking and problem-solving. Inclusive leadership training equips leaders to harness the full potential of diverse teams, leading to groundbreaking solutions.

Increased Employee Engagement: When employees feel that their perspectives are valued, they are more engaged. Inclusive leaders create a sense of belonging, resulting in higher employee morale and productivity. This engagement is a direct outcome of effective inclusive leadership and a key driver for organizational success.

Attracting and Retaining Talent: Inclusive organizations attract and retain top talent from various backgrounds and can make your organization an Employer of Choice.

Adaptability and Agility: Inclusive leaders foster a culture of adaptability and agility, enabling their teams to respond effectively to ever-changing market conditions.

CUSTOMIZED INCLUSIVE LEADERSHIP DEVELOPMENT THAT DRIVES TRANSFORMATION & MEASURABLE IMPACT

UNDERSTANDING INCLUSIVE LEADERSHIP

Before any training begins, it's crucial to understand what is meant by "inclusive leadership". Inclusive leadership is a leadership style that fosters a culture of openness, collaboration, and respect for diverse perspectives. In an inclusive leadership framework, leaders not only value differences but also makes sure that everyone feels heard, valued, and included. It goes beyond just acknowledging diversity, to actively leveraging it to innovate and improve decision-making.

CUSTOMIZED INCLUSIVE LEADERSHIP DEVELOPMENT

You know your organization. We know inclusive leadership. Our customized leadership development solutions bring your people together in dynamic, human-centered development experiences that drive individual and organizational transformation. Partner with us to co-create a custom leadership training tailored for your organization's context, challenges, and culture — because your inclusive leadership journey should be as unique as you are.



WHY INVEST IN A CUSTOM INCLUSIVE LEADERSHIP SOLUTION?

At *Inclusive Leaders Group*, we work with individuals, organizations, and communities looking to turn today's challenges into opportunities to lead inclusively — with confidence, with clarity, and with a sense of optimism. As one of the world's top providers of experiential leadership programs, we're driven to lift leaders who lift the world. This mission is who we are.

Diversity, Equity, and Inclusion (DEI) drives collaboration, innovation, and Employer of Choice status. How will your organization develop and retain mid-level and frontline inclusive leaders to successfully execute your DEI strategic plan vision, values, and goals?

No matter the size or focus of your business, or the type of disruption you're facing, *Inclusive Leaders Group* can help you find your way forward. Decades of research and practice have shown us exactly how. Our dedicated Instructional Design Team is skilled at assessing and understanding your unique needs and co-creating customized solutions for inclusive leadership development that make the greatest impact.

Inclusive Leadership is the critical lever for igniting positive, transformative, and sustainable change at a time when the world requires new thinking and vision to solve both local and global challenges. This holds true now more than ever. We customize our research-backed inclusive leadership solutions to best fit your needs. And we draw from a world of experience — across cultures, industries, and disciplines — to apply a global perspective to your real-world challenges. The results are:

MEANINGFUL, REAL, AND SUSTAINABLE IMPACT

THE INCLUSIVE LEADERS OF THE FUTURE ARE BEING FORGED NOW, IN THIS MOMENT.

INCLUSIVE LEADERS GROUP HAS A GLOBAL REPUTATION AS A PREMIER INCLUSIVE LEADERSHIP DEVELOPMENT ORGANIZATION.

MISSION DRIVEN:

As both a Certified Minority and Certified Woman-Owned Business, *Inclusive Leaders Group* is guided by purpose and fueled by passion based on lived experiences. **With our clients, we develop inclusive leaders who use the concept of allyship and belonging to improve bottom-line business results and societal outcomes. Our work focuses on DEI as a business strategy because inclusive leadership has the greatest potential to improve lives and create lasting change.**

CLIENT FOCUSED:

Inclusive Leaders Group is dedicated to the partnerships we create with clients. Your growth is at the center of everything we do. We take a deep dive into who you are and where you want to be — because your **inclusive leadership journey** should be as unique as you are.

HOLISTIC VIEW OF DEIB:

A holistic Diversity Equity Inclusion and Belonging (DEIB) system is one in which every organizational process, action, policy, or decision is looked at through a DEIB lens. We go beyond race, ethnicity, and gender to include other issues such as age, class, education, sexual orientation, identity, accessibility, intersectionality, diversity of thought, and more.

PROVEN SOLUTIONS:

Identifying paths to improved ROI's are at the forefront of the partnerships with our clients.

- **96% of our participants** say they are stronger inclusive leaders.
- **98% of participants** rated our live virtual facilitator-led solutions as equally or more engaging compared to other online programs.

Leaders from across industries have credited our **human-centered solutions** with developing talent, increased engagement, and growing bottom-line results.

REAL-WORLD APPLICATIONS:

Leaders can employ DEIB and inclusive leadership concepts with **tangible takeaways**. They create inclusive leadership competency framework and strategic initiatives for their own organization.

PERSONALIZED ATTENTION:

Leaders benefit from a **high facilitator-to-participant ratio** because they receive individualized attention and learn from peers in small group interactions, in-person and virtually.

KEY PRINCIPLES

EVIDENCE-BASED RESEARCH

Our Founders and leadership team have been at the forefront of the DEI and inclusive leadership fields for over 20 years — studying, working, living, and sharpening what it means to lead inclusively and successfully execute DEIB as a business strategy. We've created a reliable set of DEI best practices and forged new directions for leaders at all levels, and showing what inclusive leadership can achieve.

BUILT ON HUMAN-CENTERED EXPERIENCES

Inclusive Leadership is a social process that requires human connections. The customized, intuitive, relevant, and caring way we deliver our programs creates “psychologically safe” conditions for human connections that activates change on a personal level.

POWERED BY INNOVATION

Inclusive leaders drive innovation. They enable problem-solving by forming relationships to gain insight from different perspectives that improve products and services. They refresh strategy to stay ahead of the competition, improve brand recognition and value, increase market share, enhance margins, productivity, profitability, efficiency and lower costs.



OUR EXPERTS HELP CONNECT STRATEGY TO BUSINESS RESULTS THAT MATTER TO YOU.

These pillars reinforce each other in valuable ways — and together create sustainable talent and organizational transformation that translates to real business results.

LEADERSHIP PROGRAMS

Experience transformational change through a diverse selection of face-to-face and virtual experiences that match the right learning at the right time for each leader.

A POWERFUL PORTFOLIO OF DEIB AND INCLUSIVE LEADERSHIP SOLUTIONS

THE BUILDING BLOCKS FOR A HOLISTIC STRATEGY TO MEET YOUR GOALS.

CUSTOMIZED SOLUTIONS

Our dedicated Instructional Design Team understand the unique needs of your organization and customizes an inclusive leadership solution that drives the greatest impact.

ASSESSMENTS

Gain insights and determine leaders' aptitude and ability to leverage the perspectives and styles of individuals for organizational success.

COACHING

Our coaches use a variety of formats to help organizations unlock powerful insights. Building an inclusive coaching culture includes candid conversations and allyship which lead to better business outcomes.

STRATEGIC PARTNERSHIP

Expertise in leading DEIB discovery discussions, strategic planning, and delivering and evaluating your inclusive leadership development journey.

STRATEGIC DEIB EVENTS

Keynote Engagements, Cultural Celebrations & Observances, ERG/BRG Leadership Multicultural Leadership Conferences & Events.



OUR APPROACH

INCLUSIVE LEADERSHIP DEVELOPMENT METHOD IS APPLIED TO THE DESIGN OF EVERY SOLUTION — TRANSFORMING LIVES AND CREATING MEASURABLE, SUSTAINED IMPACT.



We'll start by clarifying your priorities. In this phase, we'll discover what's at the core of your goals — and let that serve as a foundational motivator throughout your inclusive leadership journey.

Our inclusive leadership solutions empower you to approach your challenges and opportunities in a variety of formats that are personal, contextual, and transformational.

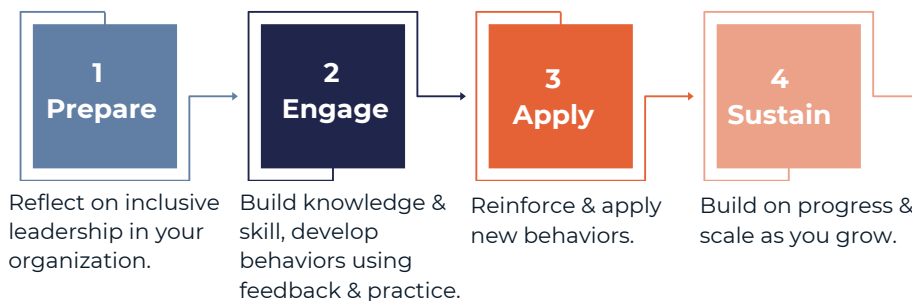
Follow-up sessions and our cutting-edge evaluation tools give you a whole new perspective on progress. You'll see how far you've come, what's impeding additional progress, and how to tackle it.

ILG will be with you every step of the way on your inclusive leadership journey

Your leadership community will have different needs at different critical junctures. Whether your goal is to establish an inclusive workplace culture, improve innovation capability, enhance organizational agility, or improve leadership skills from the frontline to senior levels, ILG delivers results that can help you build a culture of excellence with enduring value.

4 PHASES OF LEARNING

Our learning approach moves you through inclusive leadership development in a way that sticks. Our human-centered experiences ignite change that both transform and last. We're in the business of change and inclusive leadership development is how ILG helps create change in your world.



INCLUSIVE LEADERSHIP SOLUTIONS FOR EVERY JOURNEY

FOR INDIVIDUAL LEADERS WHO WANT TO EVOLVE, ADAPT, & THRIVE

Executives

In a changing world, development of executives is best done in context. Deeper learning and real change occur when senior leaders have opportunities to practice and learn from their mistakes. This level of engagement has the power to shift patterns of thinking and change behavior.

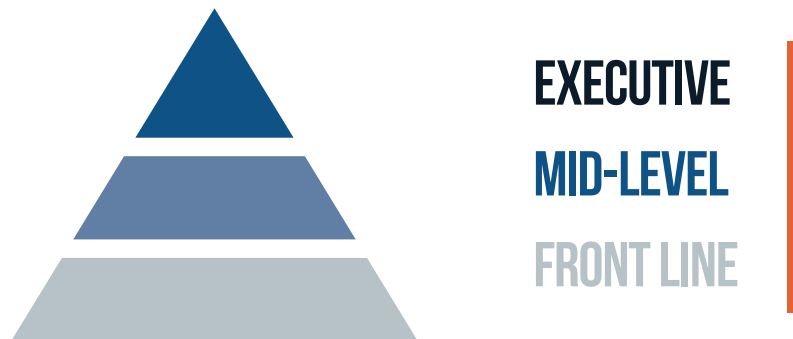
Managers and Directors

Mid-Level Managers represent the greatest source of leverage to influence and accelerate the organization's strategic changes in processes to enable greater responsiveness, resilience and adaptability.

High-Potentials

Investing in succession planning is essential. Involving small numbers of high potential leaders in strategic programs can have a multiplier effect with substantial impact when they return to their regular jobs and apply their learning with others.

Whatever the leadership level, our research-based programs can move you forward in your inclusive leadership journey. You'll be able to experience a customized program addressing a specific need or goal. Our human-centered experiences will help you develop core inclusive leadership competencies, reimagine your own talent, and thrive in an era of uncertainty.



FACE YOUR CHALLENGES BY INCORPORATING DEIB AS A BUSINESS STRATEGY

Inclusive Leaders Group can help you find your way forward. We've partnered closely with small businesses, nonprofits, Fortune 100 to 1000 companies including teams of all sizes, across industries. We make lasting connections with organizations seeking culture change. Our clients share the desire to face challenges in innovative ways — and as the world continues to change, we continue to adapt our curricula to prepare for the future.

OUR SUCCESS STORIES DEMONSTRATE THE POWER OF INCLUSIVE LEADERSHIP IN ACTION



GLOBAL FINANCIAL SERVICES COMPANY: VIRTUALIZING INCLUSIVE LEADER DEVELOPMENT

A leading financial services institution in partnership with ILG rapidly pivoted an annual six-month face-to-face program to a fully virtual experience for VPs to cultivate inclusive leadership and allyship strategic skills that help transform a more equitable and inclusive workplace culture and client engagement process. The program was largely delivered synchronously, sequencing and integrating sessions of ILG faculty-led content, with sessions dedicated to project-team ideation with inclusive leadership coaches. Participants took insights from lectures and group activities then immediately applied them in real-time to develop inclusive talent management and client engagement project concepts. In less than two years, the organization developed a company response plan and criteria for when and how to respond to social justice issues. The DEI council also launched a program called B.R.A.V.E. Conversations, which positions diversity and inclusion as a critical business issue, and helps leaders lead interactive DEI discussions in team meeting.



CONSUMER PRODUCTS MANUFACTURING COMPANY: CREATING A CULTURE OF BELONGING

U.S based consumer products manufacturer turned to ILG to advance the inclusive leadership skills and mindset of its 2200 frontline managers and supervisors. For years the company hired diverse talent yet struggled with the challenge of – how to ensure diversity at all levels of the organization. Specifically, the CEO wanted to truly live their company values to treat all associates fairly with regard to employment opportunities, compensation, and potential for advancement, education, and training. The Frontline Inclusive Leadership Development Program consisted of four modules over six months: pre-work, kick off, project development and final presentations. The program was largely delivered synchronously, sequencing and integrating sessions of ILG faculty-led content, with sessions dedicated to project-team ideation with inclusive leadership coaches. Participants took insights from sessions and then immediately applied them in real-time to develop a project concept.



HOSPITAL-HEALTHCARE SYSTEM DEVELOPING SUSTAINABLE MULTI-YEAR DEI STRATEGIC PLAN

Regional Hospital Healthcare System Senior Executives partnered with Inclusive Leaders Group for strategic advisory consulting services to develop the organization's first DEI strategic plan and design and delivery of a customized virtual executive education experience. The Healthcare Executive Commitment Journey began with one-on-one interviews with executives and comprised a series of two-hour virtual modules conducted over six months. Each module includes a post-session assignment for leaders to implement in their respective organizations. The journey also includes a measurement process for monitoring progress and success. At the end of course leaders were better able to lead all personnel in valuing differences toward a sustained commitment to DEI. Participants in the program increased understanding of Health Equity and inclusive workplace best practices. The learning and a set of tools for reframing problems and ideating solutions equipped participating executives to introduce their first DEI strategic plan and Executive Councils, launch Employee Resource Groups (ERGs), and issue a DEI Commitment Statement.



LET'S GET STARTED

Interested in virtual offerings for your organization?

Inclusive Leaders Group has created new virtual educational experiences based on our valid and reliable research and adult learning expertise. They include virtual master classes and customized experiential learning online courses. Each solution is flexible, targeted and can be delivered online or in blended formats.

SCHEDULE A CONVERSAITION

Schedule a virtual discovery discussion with a Senior Consultant to learn how this customized inclusive leadership development program can help your organization.



Virtual Discovery Discussion

LEARN MORE ABOUT INCLUSIVE LEADERS GROUP - VISIT OUR WEBSITE



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