

# Courageous Inclusion™

## Creating a Workplace for Everyone

### A Framework for Creating a More Inclusive Environment

Creating a diverse and inclusive workforce can foster higher employee engagement, increase creativity, and attract new talent, customers, and investors. But many organisations that have decided to make progress in their DEI efforts face unexpected challenges.

These efforts often increase awareness of diversity and inclusion issues and build empathy among those in privilege, but they don't yield measurable improvements. Even people who are more aware of DEI gaps and their own unconscious biases struggle to make progress in creating more diverse and inclusive environments.

Blanchard understands how important it is to provide your people with a way to confidently and safely raise DEI issues to create a more inclusive workplace. Building awareness and getting people familiar with DEI terminology isn't enough to effect lasting change.

That's why we created Courageous Inclusion™ based on diversity and inclusion expert Jennifer Brown's proven developmental continuum. Courageous Inclusion teaches people a mindset that promotes diversity and inclusion as well as a process to become more knowledgeable and active proponents of inclusion in their workplace.

### Outcomes



Expand Workplace Inclusion



Increase Team Effectiveness



Improve Belonging and Engagement



Retain Your Talent



## Learning Objectives

- Understand the benefits of diversity and inclusion
- Embrace the Courageous Inclusion mindset
- Recognise the four stages of the Courageous Inclusion model
- Create a personal action plan to improve inclusivity

### Courageous Inclusion™ Model



This approach allows learners to diagnose where they are and where they want to be on particular diversity and inclusion issues, and to identify the specific steps to get there.

#### Who Should Attend?

- Managers
- Individuals
- Teams
- Executive Leaders

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### A Proven Path to Develop Courageous Inclusion

Courageous Inclusion moves learners beyond awareness and motivation and helps participants figure out where they are with regards to DEI issues and what they must do to become a more active and engaged force for inclusion. We started with the remarkable developmental continuum of Jennifer Brown, author of *How to Be an Inclusive Leader* and founder and CEO of Jennifer Brown Consulting, a certified woman- and LGBT-owned global diversity and inclusion consulting firm. Combining that with Blanchard's decades of work teaching millions of leaders how to grow and change using a development continuum, we are uniquely positioned to help organisations advance toward a more inclusive ideal.

Many organisations are looking to improve the diversity, equity, inclusion, and belonging initiatives across their workforce. Courageous Inclusion is aimed at any organisation that wants to create more inclusion and belonging in their culture.

### Flexible Options to Meet Your Needs

**In Person** In-depth Learning • Application • Practice • Action Planning

**Instructor-led Training:** 1-day in-person session

**Virtual** In-depth Learning • Application • Practice • Action Planning

**Virtual Instructor-led Training:** Two 3-hour sessions

**Online** Awareness • Application • Performance Support

**Overview:** 35-minute online overview to teach the core content, followed by a one-hour facilitated session to discuss and deepen the learning

**Digital Assets:** Micro-activities to help reinforce learning (videos, resources, activities, tools)