

Inclusive Leadership

Inclusive leadership is a vital skill for leaders in today's complex, global world of business. The skills of inclusion are often challenging to learn: They require both self-awareness and a different perspective on interactions with others. DEI concepts can be abstract and lack impact until they are translated into thought patterns and behaviors. The best way to learn and develop inclusive leadership skills is through experience, and a business simulation is an ideal tool to accelerate a leader's development of such skills. In this rewarding simulation experience, leaders are equipped with practical tools for addressing challenges produced by diversity of thought and experience.

This simulation-based module, developed in partnership by Avenir and Insight Experience, enables leaders to explore their mental models with peers and learn the three foundational pillars of inclusive leadership: courage, curiosity and collaboration.

The Learning Experience

The Inclusive Leader learning experience teaches the Curiosity, Courage & Collaboration Leadership Model. This model provides leaders with an actionable framework to which they can orient their decision-making in complex or ambiguous circumstances.

The simulation requires participants to collaborate with other leaders to make consensus decisions to help a geographically diverse team meet a tight project deadline. Rounds of decision-making (determined by the length of the experience) reveal complex team dynamics of characters within the simulation and unique, but relatable, cultural challenges. As teams move through decision-making, they practice uncomfortable conversations with the cast of characters and receive candid feedback to generate visibility into their own unconscious biases. As participants make their way through the decisions, their relationship with the metaphorical team shifts to reflect inclusivity and fairness.

In longer versions of the program, there are opportunities to engage in observed role-play conversations and then debrief with the "employee" to better understand their feelings and reactions to the interaction.

Throughout the program, participants are presented with opportunities to observe how other teams tackle metaphorical challenges as well as engage the larger group in discussions about the dynamics at play. This program offers a singular opportunity for leaders to practice perspective-taking and try on different behaviors in a safe space.



Target Audience

Functional or Team Leaders seeking to better understand team dynamics and develop skills to lead with inclusivity.



Desired Outcomes

This program builds skills to:

- Expand inclusive leadership capability through practice in a safe space.
- Navigate the tensions between addressing individual needs and meeting requisite business needs.
- Experience and understand typical DEI-related leadership situations.



Logistics

- 2-, 4-, 8-hour experience.
- Virtual or in-person delivery.
- 12-50 participants.

Sample Program Agendas

2-Hour Experience

Introduction & Simulation Overview
 Round 1 [Abbreviated]: Decision-Making
 Large-Group Learning Debrief & Content: Foundations for Inclusive Leadership
 Round 2: Decision-Making
 Large-Group Learning Debrief & Content: 3 Cs Model
 Peer Sharing: Key insight & Commitment to Action
 Program Close and Reflection

4-Hour Experience

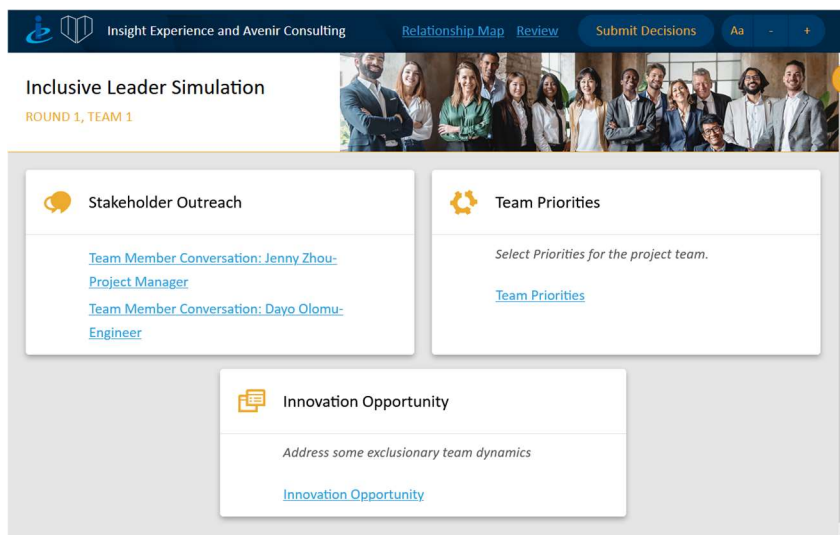
Introduction & Simulation Overview
 Round 1: Decision-Making
 Large-Group Learning Debrief & Content: Foundations for Inclusive Leadership
 Role Play with Character: Xinan
 Small-Group Role Play Debrief
 Round 2: Role Play Next Steps
 Break
 Large-Group Learning Debrief & Content: 3 Cs Model
 Round 3: Decision-Making
 Peer Sharing about Curiosity
 Large-Group Learning Debrief & Content: Courage
 Peer Sharing: Key insight & Commitment to Action
 Program Close and Reflection

8-Hour Experience

Introduction & Simulation Overview
 Content: Foundations for Inclusive Leadership
 Round 1 [Expanded]: Decision-Making
 Large-Group Learning Debrief & Content: 3 Cs Overview
 Small-Group Curiosity Conversation
 Role Play with Character: Xinan & Small-Group Role Play Debrief
 Lunch
 Large-Group Learning Debrief & Content: Courage
 Role Play with Character: Annika
 Small-Group Role Play Debrief
 Round 3: Decision-Making
 Peer Sharing about Courage
 Large-Group Learning Debrief & Content: Collaboration
 Peer Sharing about 3 Cs
 Key insight & Commitment to Action
 Program Close and Reflection

Expanding and Reinforcing the Learning

The Inclusive Leadership Business Simulation has its greatest impact and value as part of a larger learning effort. This experience is an effective addition or plug-in to a broader learning journey to build inclusive leadership skills. It is a memorable module to use as the launch experience or capstone experience of a development program. We are proud of our ability to partner with clients and other content providers to create integrative experiences for leaders.



The screenshot shows the 'Inclusive Leader Simulation' interface. At the top, there's a navigation bar with 'Insight Experience and Avenir Consulting', 'Relationship Map', 'Review', 'Submit Decisions', and a user profile 'Aa'. Below the navigation bar, the title 'Inclusive Leader Simulation' is displayed, followed by 'ROUND 1, TEAM 1'. The main content area features three interactive cards: 'Stakeholder Outreach' with links for 'Team Member Conversation: Jenny Zhou-Project Manager' and 'Team Member Conversation: Dayo Olomu-Engineer'; 'Team Priorities' with the instruction 'Select Priorities for the project team.' and a link to 'Team Priorities'; and 'Innovation Opportunity' with the instruction 'Address some exclusionary team dynamics' and a link to 'Innovation Opportunity'.