

Fostering Inclusion in a virtual world:

If you aren't actively including, you are probably accidentally excluding.

This masterclass is for leaders and managers tasked with developing high performing, diverse and innovative teams in a virtual environment. The move to virtual working has dramatically increased the risk of exclusion which can undermine an organisation's attempts to foster an inclusive and diverse culture. Therefore, equipping leaders and managers to actively create a culture of inclusion in a virtual environment is essential.

Aim

When virtual distance in a team is increased, team members are at risk of feeling more disconnected and excluded. This dramatically impacts a team's performance and a leader's ability to foster engagement, trust, and innovation. This masterclass equips leaders and managers to understand the three aspects of virtual distance, the challenges associated with under and over inclusion and how they can proactively ensure they are leading virtual teams in an inclusive way.

Drawing on neuroscience and research it encourages participants to adopt three essential habits to foster inclusion. It challenges them to evaluate their own approach and providing practical strategies to intentionally send positive inclusion signals in a virtual world.

Outline

- How virtual distance impacts inclusion and team performance
- The challenges of under and over inclusion
- How hierarchy and power impact a person's feeling of inclusion
- How to mitigate the impact of virtual distance and intentionally send inclusion signals using David Rock's SCARF model

Outcomes

- Greater awareness of the science of inclusion in a virtual world.
- More skilled in managing unconscious bias, and overcoming the impacts of hierarchy, power, and virtual distance to lead inclusively.
- Greater confidence to discuss inclusion with their teams.

Duration

3.5 hours

Delivery Approach

Online interactive session via Zoom or MTeams

Audience

Senior Leaders, Policy Makers, All levels of management

Delegates

Maximum Number of Delegates per masterclass is 12

Investment Required

WME Member:

£725 + VAT

Non-WME Members:

£870 + VAT

