

There is an inclusive organisation that truly stands out in every sector. You know them because they attract and retain talent more easily, grow higher value customer relationships, innovate at a faster pace, and are great places to work.



**Conscious Inclusion** by ndc is a high-impact, two-day experiential learning course for leaders and managers. It helps you to start to tackle Diversity and Inclusion in-depth with the most influential people in your organisation.

On this course, your leaders will go on a deep-dive, experiential learning journey of self-awareness. They will come away with:

- ✓ A better understanding of themselves
- ✓ An experience of how their beliefs and behaviours can impact others
- ✓ Insight into how their influence can shape workplace culture and performance, and
- ✓ An understanding of the psychology of Equity, Diversity and Inclusion (EDI).

### DAY 1 Identity, Privileges and Bias

- How far do participants **identify** with the full spectrum of equity, diversity, and inclusion, not just age, gender, ethnicity, disability, LGBT+...?
- How does identity change with context?
- What beliefs and values do you hold within this identity, and what behaviours are driven by these beliefs?
- Participants will explore the **privileges** of identity and the impact of unprivileged status.
- Participants will explore their **conscious and unconscious biases**.

### DAY 2 Belonging, Stereotyping and Evolution

- We move from identity to look at the link to 'tribe' and the need for **belonging**.
- We examine the role of projection and **stereotyping**.
- We explore the concept of **psychological safety** and psychological discomfort.
- Through tribal belonging, the creation of "them and us" dynamics.
- The psychology of minorities.
- **Growing consciousness** - moving from a family consciousness to global consciousness.

- This course is ideal for executive teams, and all line managers, particularly new managers.

I have attended several management training sessions in the past but this one stood out for its focus on the person and the fact that all relationships are between two or more 'people' – not managers and staff.

To learn more, go to <https://www.ndculture.com/training-courses>