



CONNECTING TEAM



PROGRAM OVERVIEW

PERSONA



Aggregator

COMPETENCY



Fostering
Collaboration

SKILL



Valuing Diversity,
Equity and Inclusion

This 1-2 day program equips leaders with the skills to foster inclusive team environments. Through managing unconscious bias, promoting psychological safety, and enhancing communication within diverse teams, leaders will learn to build trust, collaboration, and engagement. This program also integrates insights from Connecting Team principles, focusing on understanding individual personality dynamics to improve team cohesion and performance.

PROGRAM OBJECTIVE

By the end of this program, participants will:

- Understand and address the impact of unconscious bias on decision-making and team dynamics.
- Promote psychological safety to encourage open communication and build trust within teams.
- Leverage personality insights to improve team dynamics and foster cooperative relationships.
- Enhance their ability to navigate and lead diverse teams effectively, fostering inclusion and collaboration.
- Develop actionable strategies to create a culture of belonging that drives team performance and innovation.



PROGRAM OUTLINE

MODULE 1:

FOUNDATIONS OF INCLUSIVE LEADERSHIP

- Explore the principles of inclusive leadership and why it matters in today's diverse teams.
- Reflect on the Connecting Team approach to fostering collaboration and inclusion.
- Assess personal leadership styles and their alignment with inclusive practices.

MODULE 2:

UNDERSTANDING PERSONALITY INSIGHTS

- Use personality assessments to uncover individual traits and their impact on team interactions.
- Learn how to adapt leadership styles to enhance communication and build stronger connections within diverse teams.
- Identify strategies for leveraging team members' strengths to promote effective collaboration.

MODULE 3:

MANAGING UNCONSCIOUS BIAS

- Define unconscious bias and its influence on leadership and team behavior.
- Learn techniques to identify and reduce bias in decision-making and interactions.
- Participate in practical exercises to develop self-awareness and empathy.

MODULE 4:

PROMOTING PSYCHOLOGICAL SAFETY

- Understand the critical role of psychological safety in fostering innovation and engagement.
- Learn actionable methods to create environments where team members feel valued and heard.
- Practice active listening, constructive feedback, and conflict resolution techniques.

MODULE 5:

IMPROVING COMMUNICATION IN DIVERSE TEAMS

- Develop communication strategies tailored to the needs of diverse teams.
- Address cultural nuances and other diversity dimensions that impact team interactions.
- Role-play scenarios to enhance communication skills and navigate challenging conversations.

MODULE 6:

FOSTERING COLLABORATION THROUGH INCLUSION

- Use insights from the Connecting Team framework to promote cooperation and mutual respect within teams.
- Develop strategies to build inclusive environments that maximize team performance and innovation.
- Identify and overcome barriers to collaboration.

MODULE 7:

ACTION PLANNING FOR INCLUSIVE LEADERSHIP

- Reflect on program insights and create a personalized plan for inclusive leadership.
- Set clear goals to enhance team dynamics and foster an inclusive culture.
- Share action plans with peers for feedback and accountability.



Period

**1-2
Days**

Program designed for:

Department Manager,
Functional Manager