



Orange Grove Consulting

Talent management expertise &
specialty leadership development

Case Study: Inclusive Leadership Program

21st Century Leadership Training



Our client decided to embark on inclusive leadership training to role model the qualities today's workforce demands. The program, which all company leaders participated in, was designed to increase awareness around bias, create buy-in of D & I strategy, and instill inclusive leadership competencies into their culture.

Program Design

- Four live/synchronous facilitator-led workshops, spaced four weeks apart, featuring discussion and action-based learning to engage and inspire participants
- Peer learning through accountability partner assignments to keep participants accountable for their homework and provide a supportive and safe place to talk through challenges
- Intersession assignments for deepened learning and active application of session concepts & new skills into daily work
- Asynchronous learning through Orange Grove Consulting portal



Our Approach

OGC's approach is to design training within a research-based, two-step framework we use to help organizations create more diverse, inclusive workplaces.

- ❖ *Action Orientation:* We first help participants understand their unconscious biases and their impact on others, and follow it with teaching how to take action, so that participants leave sessions empowered and able to immediately implement their new skills.
- ❖ *Learning Together:* In our own training, our goal is to make people feel safe, so they can learn from and with each other, make mistakes, and improve. We frame new skill development from a place of "learning together". We give participants an opportunity to examine their own experience of exclusion and empower them with a sense of responsibility to do something about it – and instill the training to do so.

Outcomes

Feedback from participants was overwhelming high, with all participants rating that the course met or exceeded their expectations for:

- Overall expectations – 28% met, 72% exceeded
- Session facilitators – 10% met, 90% exceeded
- Asynchronous portal – 28% met, 72% exceeded

Skills Improved in Program:

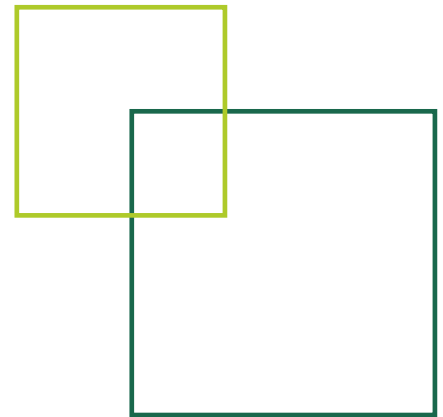
- ✓ Inclusive Leadership – 93%
- ✓ Envisioning Inclusion at my organization – 93%
- ✓ Navigating challenging conversations & conflict – 90%
- ✓ Facilitating Inclusive decision-making – 96%
- ✓ Recognizing different perspectives – 93%
- ✓ Mentoring/sponsoring women and people of color – 93%



Workshop Topics

The topics covered built on each other, moving learners through the OGC taxonomy of Inclusive Leadership. Each level takes the skills learned in the previous topic to another level of depth. Each level becomes more complex, increasing the strategic impact. The content is adapted for the level of the experience and is flexible.

- Creating Psychological Safety
- Managing Inclusive Teams
- Creating Synergy
- How to be an Ally/Inclusion Pilots



Orange Grove Consulting

We specialize in helping organizations improve culture, engagement, inclusion & belonging through a set of consulting tools and training programs.