



Civil Treatment® Workplace
Inclusion NOW
FOR LEADERS
course overview

Today's most successful organizations know that addressing **Diversity and Inclusion** issues is a business necessity in today's turbulent times and the key to reaching their full potential.

In **Civil Treatment® Workplace: Inclusion NOW**, your organization's leaders will be equipped with tools to build highly inclusive teams and honor peoples' differences to maximize results.

This behavior-based training program addresses today's issues and underscores the business imperatives for leveraging the cultural backgrounds, personal characteristics, and unique experiences of all employees to truly promote and benefit from an inclusive workplace.

The course covers topics relevant to today's workplace, such as unconscious bias, bystander intervention, allyship, and having inclusion conversations.



www.eliinc.com

Inclusion NOW

FOR LEADERS

FEATURES AND BENEFITS

Demonstrates to participants how their **organization's unique values and business goals can be achieved** by having diverse, inclusive teams

Personalizes the concepts by having participants drive the discussion of the benefits derived from our differences

Engages participants in active listening to identify and resolve conflict stemming from diversity and inclusion issues and offers opportunities for scenario-based skill practice

Uses engaging videos and interactive exercises to **promote sharing of ideas among participants**

Provides practical tools and models to reinforce the concepts

Offers delivery flexibility as a one-time event or segmented over time with built-in accountability and practice to activate learning and help sustain behavior change

TOPICS COVERED

- » What is **Diversity and Inclusion**
- » The business case for diverse teams and creating an inclusive culture
- » Impacts and examples of non-inclusive behavior
- » What is **Unconscious Bias**
- » Steps for mitigating negative impacts of unconscious bias in decision-making
- » Making and communicating business decisions fairly
- » Creating a welcoming and inclusive environment
- » Speaking up in a positive manner to resolve Diversity and Inclusion issues
- » Specific examples featured:
 - Racial bias
 - Disability
 - Transgender/non-binary status
- » ELI behavioral models incorporated:
 - Civil Treatment® Foundations
 - Uncivil Behavior Triangle
 - JustTalk Model™

ELI's Civil Treatment series is based on over 30 years of our award-winning learning methodology that helps the world's leading organizations create workplace environments that attract and retain the best talent, while helping to achieve individual and team results.

Please contact your ELI Client Representative to learn more.

