Inclusive Workplace Culture:
Leading and Sustaining a Culture Transformation

**Intended Audience**  Mid-level

**Delivery Options**  • 2-Day In-Person (Onsite or Seminar)
• 4-Week Virtual

**HR Competencies**  • HR Expertise (HR Knowledge)
• Global & Cultural Effectiveness
• Leadership & Navigation

**Recertification**  SHRM: 15 PDCs

**Program Overview**
In today’s world, the best workplace culture wins. Strong workplace cultures have low employee turnover, high engagement and are more innovative, productive and profitable. Creating a positive culture shows up in the bottom line. The Inclusive Workplace Culture: Leading and Sustaining a Culture Transformation seminar explores the impacts of an inclusive workplace through meaningful discussions and modern scenarios touching on what it is, why it matters, what to aspire to, and how to get there. Gain tools and techniques to foster a culture of inclusion for your workers by making mindful decisions, reinforcing positive change, and building strong mentorship initiatives. Learn how to get your teams to use their talents together and celebrate their unique perspectives rather than allow silos to form.

**Program Objectives**
This program is designed to provide you with the knowledge and skills necessary to:
• Identify components of workplace culture and the impact on inclusivity
• Explore techniques to create, maintain, and measure an inclusive workplace through communication, mentorship, hiring practices, executive level support, facilitation, listening, data reporting, and training
• Apply strategies that foster inclusion to common workplace situations by addressing implicit bias, making mindful decisions, and reinforcing positive change
• Embrace and foster all talents in a workplace where people thrive

**Program Modules**
This program includes the following modules:
Module 1: Introduction
Module 2: Connecting to Inclusive Culture and Moving Toward Authenticity
• The Inclusive Culture Roadmap
• How Do You See Yourself? (Your Diversity Story)
• How Do You See the World? (Unconscious Bias)
• Diversity, Inclusion, Belonging, Equity & Allyship – How Do They Fit Together?

*Visit shrm.org/seminars for the most up-to-date recertification credit details.*
• Critical Inclusive Culture Conversations
• Inclusive Culture Scenario
• Application Exercise

Module 3: Making a Case for Inclusive Workplace Culture
• The Changing World of Work/The Changing World of the Worker
• Inclusive Culture for Better Workplaces/Better World
• The Inclusive Culture Business Imperative
• Inclusive Culture Scenario
• Application Exercise

Module 4:
• Components of Culture
• How Does Culture Happen?
• Assessing Culture and Inclusion
• Inclusive Culture Scenario
• Application Exercise

Module 5: Creating Culture Intentionally
• The Journey toward Inclusive Culture
• HR as a Change Agent and Key Cultural Influencer
• Cultural Partners
• Cultural Institutions
• Cultural Levers
• Operationalizing Values
• Creating an Inclusive Culture Strategy with Design Thinking
• Case Study
• Application Exercise

Module 6: Managing and Sustaining a Changing Culture
• Managing and Sustaining Change
• Communicating Inclusive Culture Stories and Reporting
• Inclusive Culture Scenario
• Application Exercise

Module 7: The Ending and the Beginning
• Putting it All Together
• Application Exercise: My Inclusive Culture Roadmap
• Course Conclusion

*Visit shrm.org/seminars for the most up-to-date recertification credit details.*