

Inclusive leadership

Why inclusive leadership is so important

The work for gender equality and diversity does not have to lead to any major change in the organization. Negative power structures can survive, like exclusion and disrespectful treatment between employees – behaviours that pose a risk of discrimination. Especially in diverse organizations where employees socialize in coterie based on personality types. It's only when the leaders themselves behave inclusively, and teach their employees to do so, that everyone will be able to enjoy equal opportunities. All this is something that world leading companies are aware of.

The preventive work environment management and the work for equal rights and opportunities is important. But it needs to be supplemented. Addressing abusive discrimination or harassment is a matter of course. What leaders especially need are methods for creating an inclusive work climate. Situations that are not discriminatory, but which are probably so difficult for cooperation between people, can affect cooperation in working groups and thus the work environment, staff turnover and customer service.

The content of the seminar

The seminar is a lecture with several workshops. The content is divided in four modules.

The seminar starts with a presentation of the result from 3327 scientific studies that show how leaders should act to create engaged and productive employees. These kind of leadership styles has almost identical similarities to what research states defines as inclusive leadership. The participants learn what characterizes inclusive leadership. In short terms, it is about more often leading through relationships and meeting employees inclusively.

We talk about how unconscious bias and norms affect our way of leading, distributing, evaluating and rewarding employees.

We go through some of the usual forms of more or less subtle and exclusionary behaviours and master suppression techniques, respectively, that characterize today's workplaces, why they exist and why they can grow in strength.

If possible, we use the employer's investigations and the leader's own observations of how employees behaviours. The leaders discuss solutions to a number of cases taken from their own workplace or industry.

The participants will learn a number of successful methods for preventing exclusion, master suppression techniques and violations and how they can promote a warm and inclusive working climate. The group discuss solutions to situations in their own workplace.

Target groups and purpose

The seminar is aimed at managers with staff liability. The purpose is not only that you should act more inclusively. With adequate methods you can even make your employees treat each other more inclusively than before.

Some reactions

“What a super rewarding forenoon, with nice reviews on your effort!”

Elisabeth Carle, HR manager, Nacka kommun

“Thanks for this very interesting and inspiring seminar! For my part, my thoughts and reflections about leadership were strengthened. It meant a lot to me that I now feel that I am on the right path in my development as a leader. This seminar feels important and highlights an exceptionally live issue!”

Magnus Bratt, Head of Faculty of Textiles, Engineering and Business, University of Borås.

“This was a good opportunity to reflect on one's own strengths and weaknesses as a manager. We got many suggestions of what kind of qualities that could be valuable in our daily work as managers and ways of using those qualities that we already know that we possess, as for those abilities that we need to develop and strengthen.”

Tina Carlson Ingdahl, The Department of Management and Engineering Business Administration at the University of Borås.

Give me a call if you want to contact other referents.

The seminar leader



I've worked devotedly for 15 years with issues related to equality, diversity, inclusion and work environment for the Teachers' Union, the Equality Ombudsman and as a consultant for Equal Relations. My experience of how different employers have organized their work for inclusion, equal rights and opportunities, in combination with my knowledge of research in this area constitutes the basis for this seminar.

I have worked to gender mainstream organizations. On the behalf of the Equality Ombudsman I've developed a method for anti-discrimination based on seven grounds of discrimination. For several years, Patrik has been one of the participants in the gender equality minister's gender equality council.

For eight years I've studied Sociology, Human Resource Management, Work Environment Management and Pedagogy at university level. I've got a master's degree in History and Social science and a specialization in democratization processes.

Patrik Edgren

Equality Strategist | patrik.edgren@equalrelations.se | Mobilnummer 0720 - 034 294

www.equalrelations.se

