

Grow your career.
Level up for the future.

Inclusive Leadership

Lead a Culture of Belonging and Value



Schulich
School of Business
Executive Education

YORK U



Inclusive Leadership

This six-module program will provide leaders a safe space to explore the fundamental mindsets, knowledge, skills, and attitudes required to lead and design an inclusive leadership pathway as well as concrete steps you can take to confidently and effectively become more inclusive.

Inclusive leadership is an overused term, that lacks clarity yet poses such a risk to our professional careers and major reputational and financial risks to our organizations. Businesses are navigating an workplaces that are increasing in diversity, uncertainty, and scrutiny while the corporate landscape continues to shift in a myriad of ways. Against this tumultuous backdrop, leaders are challenged to become more inclusive from design through to delivery of services. What exactly does that mean?

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6-half day modules over 6 weeks



Book this program [online](#)



Program Highlight



6 Half-Day Modules

Rich learning in just 6 half-day modules, spread over 6 weeks



Advancing Your Career

Apply your learning between program sessions and immediately improve your organization's equitability and inclusiveness



Convenience

A balanced combination of asynchronous and synchronous learning sessions to provide flexibility that fits your schedule



Network

Network with your peers across multiple industries and make meaningful connections



Program Faculty



Michel Shah

Program Instructor

Michel Shah is an experienced educator, speaker, coach and consultant who has been a leader supporting the development of personal and interpersonal skills for more than 20 years. She is the author of *Explorations in Career Development: Personal and Professional* (2019), and *UpSkill: Soft Skills and Professional Development Essentials* (2021), McGraw-Hill Education.

Michel is the founder of Hammersmith Prep School in Jamaica and the MAS Programme which integrates confidence building and leadership development into the K12 curriculum. She is the founder and CEO of The UpSkill Corporation Inc. where she facilitates UpSkilling conversations in organizations across Canada. From education and health care to finance and government, Michel provides strategies and readily actionable steps for soft skills development.

Michel holds a MSc. from the London School of Economics and Political Science, a BA (Hons.) from the University of Toronto, and has completed the Graduate Teacher Programme (GTP) with the University of Kingston, England. She is a Certified Training and Development Professional, Certified Emotional Intelligence Coach and a Project Management Professional.

Program Content



The essential Inclusive Leadership Primer Inclusive Leaders have an Equity Mindset

- Intro to Program
- Handling heightened awareness, increased sensitivities and new demands for inclusive leadership
- Determine what inclusive leadership is and why it matters now more than ever before for leaders
- Leverage mindsets including the equity mindset to adapt to unpredictable situations and diverse perspectives, both inside and outside of the organization

The Dangers of fixed ways of communicating

- Creating an inclusive intercultural communication culture
- Explore the gap between Intent versus Impact

Bias Consciousness for inclusive leaders

- Utilize bias consciousness to uncover experiences, knowledge and attitudes that impact your effectiveness as an inclusive leader

Perspective Taking

- Exploring perspective taking and cultural humility in the workplace

Program Content



Leading Ethically in an Environment of Shifting Values

- Use values alignment to build an inclusive culture
- Identify strategies to implement your unique brand of inclusive leadership in the organization
- Program Summary

Wrap Up / Coaching Session / Small-Group Coaching

- Clarify the leader's role and responsibilities relating to inclusion in the workplace and support the development of Inclusive Leadership Action Plan

Who Will Benefit



Aspiring Leaders

Professionals preparing for a leadership role across all industries will acquire the skills to contribute meaningfully to the organization's diversity, equity and inclusion (DE&I) initiatives, and confidently navigate the modern, diverse workplace.

Completion **Benefits**

After completing the Inclusive Leadership program, you'll receive an authentic digital badge from the #1 business school in Canada that employers will recognize.

As more and more companies look for candidates with specific skills, this badge on your CV will be a credible assurance of your achievements and expertise, allowing the right roles to find you faster.



Foundational Badge

Signifies that you've gained information and insight into new skills.

Why a Certificate at Schulich ExecEd?

There will no longer be a single transition from graduation to work in one's life.

Because few of us have the same job for life, we constantly have to re-invent ourselves, learn new skills and adapt to the changing marketplace and business environment. Today's professionals and executives must be able to quickly develop and fine-tune personal business skills to adapt and grow.

We are #1 Business School in the country

We have the privilege of being ranked #1 and teaching top students from around the world.

Our Program is Unique

Distinction from growing competition in the job market.

We Provide a Combination of Skill Specialization & Range

Deepen your current skills and acquire new ones.



About Schulich ExecEd

At Schulich ExecEd, the professional development arm of the world class Schulich School of Business, all our programs are non-degree, mid-career acclaimed qualification that employers recognize and that you can add to your CV.

We provide:

- Short programs building an individual business skill have industry recognized credentials for that skill
- Certificate programs build a wider skill set with a number of key skills
- Masters Certificates are an intense dive into Leadership, Management or specific Business skillsets. This is our highest mid-career professional development business school certification

Key Stats:

- Ranked #1 business school in Canada
- Ranked #12 in global MBA ranking
- Educated over 80,000 professionals across the world.
- Delivered over 4,000 programs virtually and in-person
- 96% of our graduates used knowledge or skills from the program on the job
- 87% of our graduates reported improved job performance
- Worked with over 500 companies worldwide

Over 450 leading faculty in areas of management, leadership, communications, finance, marketing, business development and strategy





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