JUPITER PRIME
Consulting • Training • Advisory
جوبيتر برايم للاستشارات والتدريب

COURSE BROCHURE

# Inclusive Leadership for Managers and HR Partners Training Course

1 – 5 November 2027
Amsterdam

# Inclusive Leadership for Managers and HR Partners Training Course

**Ref:** 1638_60035 **Date:** 1 – 5 November 2027 **Location:** Amsterdam **Fees:** 5600 GBP

Inclusive Leadership for Managers and HR Partners is a 1-week training course for line managers and HR business partners who shape how people are heard, judged and developed, and it produces a Team Inclusion Action Plan. Workforces now span more generations, nationalities and working patterns than ever, and talent stays where people feel they belong. This course on Inclusive Leadership is delivered by Jupiter Prime Training.

## Why Inclusive Leadership Matters Now

Three forces make inclusive leadership a daily management task: workforces mixing generations, cultures and working arrangements, employees who leave teams where their voice is ignored, and clients who expect organisations to reflect the communities they serve. A manager who builds psychological safety and checks decisions for bias draws ideas from everyone and keeps talent. One who leaves inclusion to policy statements sees silence, quiet exits and uneven promotion. The course rests on Amy Edmondson's psychological safety research, the Ladder of Inference, structured interviewing practice and ISO 30415, the international standard on diversity and inclusion in human resource management.

## Who Gains Most from Inclusive Leadership

- Line managers who run meetings, allocate work and rate performance
- HR business partners advising managers on hiring and promotion decisions
- Team leaders responding to complaints of exclusion or unfair treatment
- Talent acquisition leads designing selection steps and interview panels
- Learning partners shaping development access across the workforce

A management team that attends with its HR business partner gains most, because together they can agree inclusion measures and apply the same bias checks to hiring and promotion.

## Inclusive Leadership Capabilities

Participants leave able to build team climates where people speak up, test decisions for bias and make talent processes fairer.

- Assess the psychological safety of a team using a short climate survey — team members
- Apply bias interrupters to hiring, allocation and rating decisions — candidates and employees
- Design meeting practices that give every voice airtime — cross-functional colleagues
- Build fairer talent processes through structured interviews and calibrated ratings — HR and promotion panels
- Communicate a calm, fair response to an exclusion incident — affected employees
- Specify inclusion measures that track belonging, voice and progression — senior leadership

## Key Inclusive Leadership Terms

- Inclusive leadership — leading so that people of every background are heard, treated fairly and able to contribute fully.
- Psychological safety — a shared belief that the team is safe for raising ideas, questions and mistakes without penalty.
- Unconscious bias — automatic judgements about people formed from patterns rather than evidence about the individual.
- Bias interrupter — a simple process step that checks a decision for patterns of unfair treatment.
- Allyship — consistent actions by colleagues to support and amplify those with less voice or power.
- Belonging index — a survey measure of how far employees feel accepted, valued and able to be themselves at work.

## Inclusive Leadership Day by Day

### Day 1: The Inclusion Landscape

- Workforce Diversity Mapping — Recognising Generational, Cultural and Working-Pattern Differences
- ISO 30415 Overview — Setting Organisational Expectations for Inclusion
- Belonging and Exit Signals — Linking Inclusion to Retention
- Personal Identity Map — Examining How Background Shapes Leadership Style
- Inclusion Maturity Self-Assessment — Locating the Team's Starting Point

### Day 2: Psychological Safety and Voice

- Edmondson Psychological Safety Survey — Measuring Team Climate
- Inclusive Meeting Design — Rotating Airtime and Structured Turn-Taking
- Speak-Up Responses — Rewarding Dissent and Early Warnings
- Remote and Shift Worker Inclusion — Reaching People Outside the Room
- Microaffirmations Practice — Signalling Respect in Daily Interactions

### Day 3: Bias-Aware Decisions

- Ladder of Inference — Tracing How Assumptions Shape Judgements
- Bias Interrupters — Checking Allocation, Rating and Promotion Choices
- Structured Interviewing — Using Consistent Questions and Scoring Rubrics
- Calibration Sessions — Comparing Performance Ratings Across Managers
- Inclusive Language Review — Rewriting Job Adverts and Feedback

### Day 4: Allyship, Incidents and Measures

- Allyship Behaviours — Amplifying, Sponsoring and Advocating for Colleagues
- Exclusion Incident Response — Listening, Investigating and Restoring Trust
- Accommodation Requests — Agreeing Reasonable Adjustments Fairly
- Inclusion Metrics Set — Tracking Belonging, Voice and Progression Gaps
- Sponsorship Pairings — Opening Stretch Roles to Overlooked Talent

## Day 5: Practising the Inclusion Action Plan

- Meeting Simulation — Applying Airtime Techniques in a Healthcare Case
- Promotion Panel Exercise — Testing Bias Interrupters in an Engineering Case
- Incident Role Play — Handling an Exclusion Complaint With Peer Feedback
- Metrics Dashboard Draft — Selecting Measures for Quarterly Review
- Team Inclusion Action Plan — Completing Priorities, Owners and Measures

## Applying Inclusive Leadership After the Course

- Run the psychological safety survey with the team and agree one meeting practice to change in response.
- Add a bias interrupter checklist to the next hiring or promotion decision and review the outcome with the HR business partner.

## Inclusive Leadership Questions FAQ

### What is Inclusive Leadership and why does it matter now?

Inclusive Leadership is leading so that every team member is heard, judged fairly and able to grow. It matters now because workforces are more varied than before and people leave teams where they feel their voice is ignored.

### Which roles gain most from Inclusive Leadership training?

Line managers, HR business partners, team leaders, talent acquisition leads and learning partners gain most, with cases drawn from healthcare and engineering.

### How does Inclusive Leadership differ from a cross-cultural communication course?

Inclusive Leadership covers team climate, bias-aware decisions, talent processes and incident handling. A cross-cultural communication course centres on understanding cultural norms in conversation; this course changes how decisions about people are made.

### What do you bring back from Inclusive Leadership training?

You bring back a team climate baseline, meeting practices, bias interrupter checklists, an incident response approach, inclusion measures and a team action plan.

## Inclusive Leadership: The Way Forward

The Team Inclusion Action Plan first informs how a manager runs the next team meeting and the next hiring or promotion decision. Managers use it weekly, HR business partners use it to support fair talent decisions, and senior leaders follow its measures. After one quarter, revisit the belonging and progression data, since numbers often reveal gaps that conversations missed.