

# Leading Inclusive Change - The Leadership Programme



Charlotte Sweeney Associates®

**Our Leadership Programme is for individuals leading, or aspiring to lead, inclusive culture change.** This on-demand programme equips you with the skills needed to deliver a fair and inclusive culture in an increasingly complex world, and influence others to play their part in shaping equitable, human-centred change against a backdrop of technological transformation. You can engage with the learning content at your own pace, which is enhanced by tailored support and executive coaching from an expert with decades of leadership and culture experience.



**We offer multiple cohorts throughout the year to ensure you can join at a time that suits your schedule. Contact us for more information about the programme and details of how to enrol.**

## Who is the Programme for?

Senior Leaders

HR, Culture, Talent Professionals

Leaders responsible for driving inclusive organisational transformation

## The Programme is for you if:



You are **highly motivated** to build and develop your leadership skills amongst a group of similarly driven and talented global culture changemakers.



You are **eager** to add the highest measurable **value** and **impact** possible to your organisation when driving inclusive change.



You wish to **deepen your knowledge** and understanding of the diversity, equity & inclusion terrain, as well as your leadership role within it.



You want to lead confidently through **digital and AI-driven change** while maintaining fairness, inclusion and ethical responsibility.

## Programme Objectives and Learning Approach:

Build your capability and shift from an 'initiatives-led' change approach to a pervasive systemic programme of cultural change that embeds fairness and inclusion. Understand how emerging technologies, including AI, can reinforce or amplify existing inequities, and how leaders can intervene to ensure fairness and accountability.



### Personal Impact

Understand the **fundamentals** of exceptional inclusive leadership practice

**Develop** your leadership style, emotional intelligence, and confidence to deliver at an **executive level**

Build confidence to challenge and influence how business critical **decisions** are made



### Team Impact

Build insights and practical ways to create psychological safety to enable **high performing teams**

Leverage psychological safety to enable teams to **challenge bias and inequities** in organisational systems and processes (such as AI-enabled tools)

Create a strong and impactful **ongoing support network** with your programme peers and alumni



### Organisational Impact

Explore **change leadership** and **management principles** in order to create sustainable culture change

Shape **inclusive, human-centred** culture and organisational change strategies

Practice and hone leadership skills in influencing and communication to **inspire a shared vision** across the organisation

**Programme costs: £2,995 plus VAT**, includes all elements outlined in the programme structure below.

Self-led Learning

Webinars

Peer Learning Opportunities

Executive Coaching (worth over £1,800)

## What previous delegates have said:

*"It has been the best PD course I have ever done. Even better than my MBA."*

*"...the best training I have received as an inclusion professional and leader."*

*"You've given me not just skills and frameworks, but confidence and community"*

*"Coaching with Charlotte throughout the programme was invaluable."*