



Accelerator

PROFESSIONAL DEVELOPMENT PROGRAM



# Inclusive Leadership for High Performance

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# **Inclusive Leadership for High Performance**

We are living in a time when cultural and organizational dynamics are shifting. We need to connect with people in different ways, and more than ever before, building high-performing teams requires resilience, agility, and inclusivity.

Creating an environment where teams and individuals can be innovative, be authentic, and operate in a safe space is critical for fostering a collaborative, open, and honest dynamic allowing the team to perform at high levels.

The **Inclusive Leadership for High Performance Program** was created to support organizations in achieving sustainable performance.

## **LEARNING OBJECTIVES & OUTCOMES**

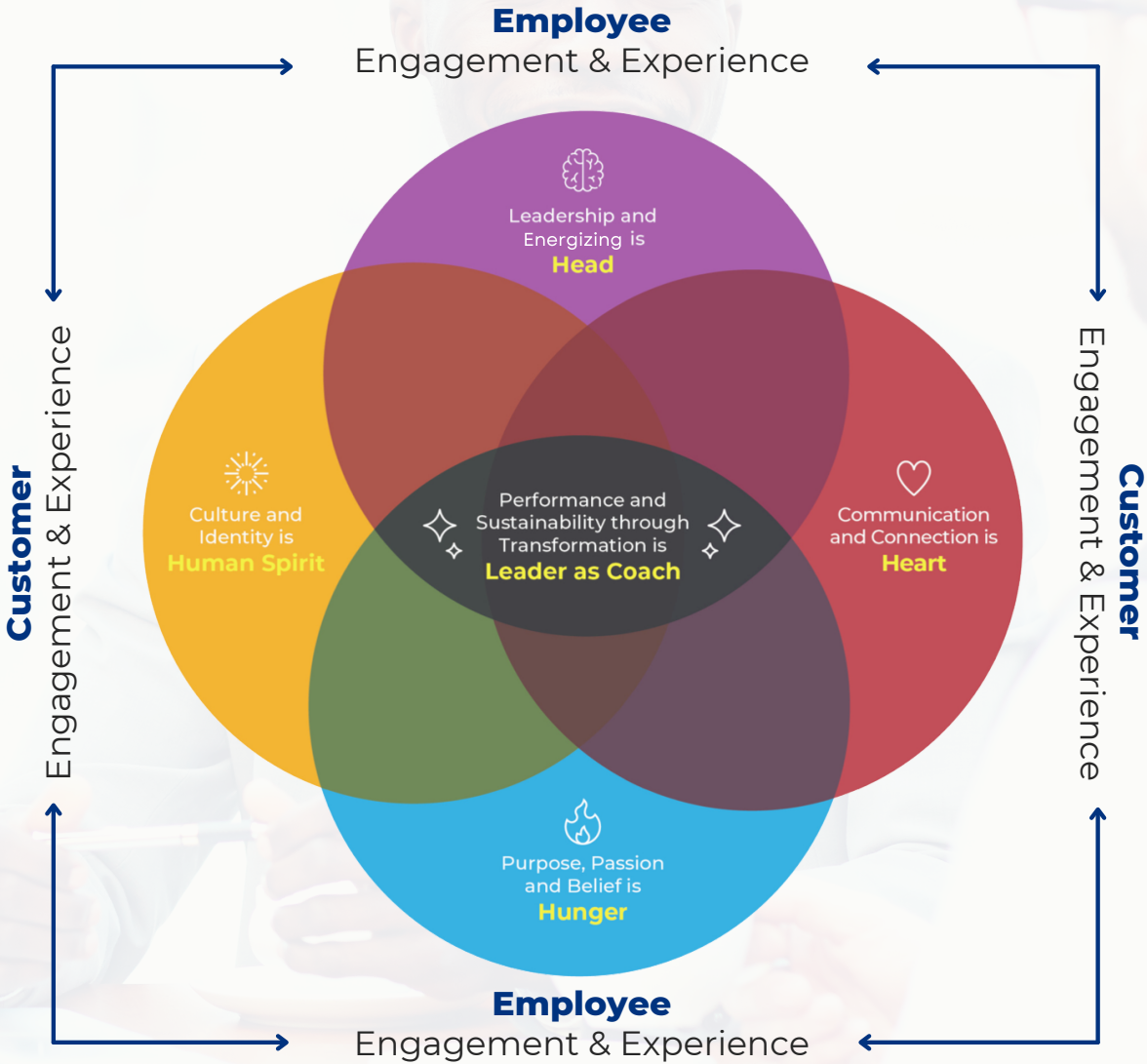
- Learn the importance of inclusive leadership and what being an inclusive leader looks like
- Understand your biases and develop tactics to confront them
- How to create a team culture that enables creativity and innovation
- Understand the value of different perspectives
- Develop coaching skills that nurture positive relationships and build high performance

**For more information and to register please visit [nicsa.org/accelerator](https://nicsa.org/accelerator).**



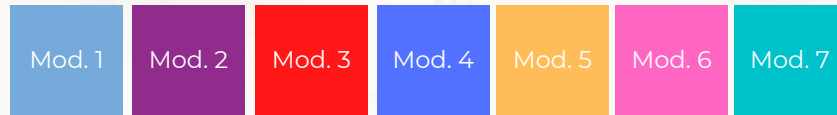
# Pillars of the Program

The Inclusive Leadership for High Performance Program embeds leadership skills that will create an inclusive and connected environment.



This holistic approach is transformative and supportive, both for the individual and for the organization, and allows for continuing growth and development.

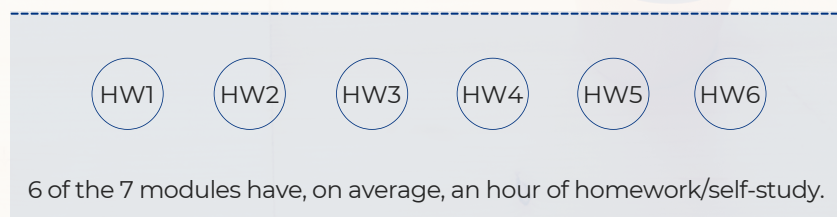
# Inclusive Leadership for High Performance Road Map



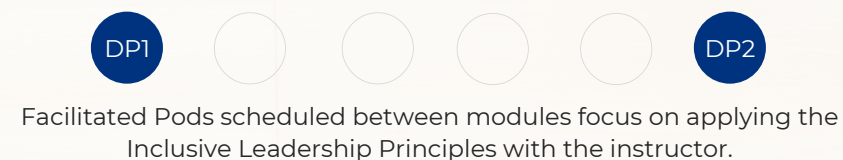
**Modules**  
(7 modules of 180 min. each)

Each module of 3-hours adheres to the following structure: Recap and reflections of the previous session; discussion around "Homework"; introduction of new material and context; introduction of "Homework assignment."

**Homework**  
(1 after each module)



**Facilitated Pods**  
(2 X 120 min.)



**Self-Directed Pods**  
(4 X 120 min.)



**Exam**  
(1 hour)

## Written Exam

Consists of both multiple-choice questions and a written section.

**Total**

**40 hours**

The full program is completed over 3 months, with 7 bi-weekly modules, 2 facilitated pods, 4 self-directed pods (breakout groups), individual learning and a written examination.



# Modules

## Module 1: Introduction and Self Exploration

- Defining inclusive leadership
- The importance of inclusive leadership
- Critical key facets
- Learning journey and outcomes
- Social contract for the cohort
- What is being an inclusive leader: servant leadership, traits and pillars

## Module 2: The Power of Deep Listening

- Develop an art of listening to listen with intent and focusing on the power of intuition
- Asking powerful questions
- Dealing with emotions
- Boundaries of coaching

## Module 3: Understanding and Confronting your Biases

- The categories of mental judgements
- What are biases?
- Common biases (and some more obscure biases)
- Tactics and methods of confronting your biases



# Modules Continued

## Module 4: Psychological Safety for High Performing Teams

- Building an inclusive environment based upon psychological safety
- Communication: building bridges and networks
- Having difficult conversations
- Creating organic opportunities for innovation
- Team dynamics and team management: creating a culture canvas

## Module 5: Creating Inclusive Team and Organizational Dynamics

- From organizational thinking to managing behaviors, norms, ceremonies, and values
- Feedback loops
- Team cultural retrospectives
- Team dynamics and communication: "Team Neural Network"

## Module 6: Different Perspectives

- Recognizing different perspectives and building bridges
- How teams function
- Team cultural retrospectives

## Module 7: Ethics

- Clarify an understanding of ethical guidelines and professional standards
- Setting boundaries



## ABOUT NICSA



Nicsa is a not-for-profit trade association striving to connect all facets of the global asset management industry in order to develop, share, implement, and advance leading practices.

Nicsa aims to help firms operating in all segments of the global asset management industry meet the changing needs of their clients by aligning and educating industry participants through formal education programs, interactive forums, networking opportunities, and initiatives such as the Diversity Project North America and Nicsa Accelerator.

Nicsa provides industry executives the tools to gain insights and make informed decisions about strategic business development and best practice implementation. In addition, Nicsa allows the opportunity for individuals to develop professional leadership skills and make a meaningful impact on the industry via committee volunteer work.

[nicsa.org](https://nicsa.org)

## ABOUT THE HENKA INSTITUTE



The Inclusive Leadership for High Performance course was created and accredited by the Henka Institute.™

The Henka Institute seeks to optimize the performance and sustainability of organizations through our certified coaching programs, with a speciality in the financial services sector. Programs have been designed to support organizations going through a transformation in an increasingly volatile, uncertain and complex environment.

The Henka Institute™ aims to enable the fundamental shift from command-control hierarchies, to organizations adopting a new cultivate-collaborate philosophy.

[henkainstitute.com](https://henkainstitute.com)



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