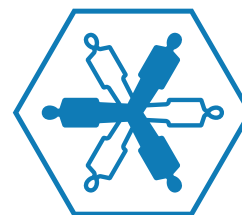


UCLA

Anderson
Executive Education



UCLA ANDERSON INCLUSIVE LEADERSHIP

**Empowering the
Diverse Workforce**

Spring 2023: Dates TBD

Location: Live Online

Tuition: \$3,500 (US)



PROGRAM OVERVIEW

The promise of diversity to enrich both the enjoyment of work and its productivity is clear. The process for realizing that promise is not. Delivered live online, UCLA's Inclusive Leadership Program equips leaders with the evidence-based insights they will need to create greater equity, diversity, and inclusion in their organizations.



"My goal is to help people make the most of opportunities to grow, inspire and work effectively together."

HEATHER MAIRHE CARUSO
Assistant Dean, Equity, Diversity and Inclusion; Adjunct Associate Professor of Management and Organizations and Behavioral Decision Making

KEY PROGRAM FRAMEWORKS

The Inclusive Leadership Program organizes participant learning and skill development within the following framework of objectives:



EQUITY, DIVERSITY AND INCLUSION

Equity

Stakeholders receive appropriate support to ensure equal access to all privileges, assured of procedural fairness across protected identity groups.

Diversity

Stakeholders expose one another to the fullest possible variety of human identities, experiences, values, and worldviews.

Inclusion

Stakeholders engage one another as full participants in organizational activity, communicating mutual respect, consideration, and appreciation.

To energize progress toward equity, diversity, and inclusion goals, program participants will learn to embed these essential motivators into EDI initiatives:



Authorship

The power to assert our freedom, and exert control over what we are doing.



Belonging

The social ties that make us feel connected, valued and supported by others.



Competence

The skills we need to exhibit or develop to accomplish goals and get things done.

PROGRAM OBJECTIVES

The program grounds participants in behavioral science to identify promising leadership practices for advancing organizational equity, diversity, and inclusion (EDI). Its focus is pragmatic, teaching participants how to:

1. Understand how equity, diversity, and inclusion ladder up to increase organizational and employee well-being.
2. Design wise organizational structures that continually spark and support equitable treatment, engagement across difference, and inclusive interactions.
3. Utilize evidence-based behavioral insights to improvise stronger equity, diversity, and inclusion practices with all organization stakeholders.

PROGRAM EXPERIENCE

This live online program consists of three intensive sessions delivered once weekly, each of which focuses on one of the curriculum pillars of Equity, Diversity and Inclusion (EDI). The three core sessions are delivered on successive Wednesdays and require a half workday's commitment from participants, starting at 12:30PM and concluding at 5:30PM (PDT) with appropriate breaks. Total time commitment is 15 learning hours.

Equity	Diversity	Inclusion
LIVE ONLINE	LIVE ONLINE	LIVE ONLINE
<ul style="list-style-type: none">• The ABCs of EDI: Foundations of Success with Equity, Diversity, and Inclusion Initiatives• Architecting Equity: Search, Promotion, and Evaluation• Practioner Fireside Chat	<ul style="list-style-type: none">• Architecting Diversity: Fostering Authentic Interactions Across Difference• Intergroup Dialogue• Understanding One Another in Context• Virtual Networking Happy Hour	<ul style="list-style-type: none">• Architecting Inclusion: Evoking Mutual Respect and Full Participation• Maximizing Effectiveness with Power and Influence• Next Steps, Takeaways & Plan

PROGRAM FACULTY

Our distinguished faculty draw upon their original research and vast teaching experience to create a groundbreaking program that delivers the mind- and skill-set needed to lead effectively in a diverse organization and to help build a truly inclusive culture.



Heather Maiirhe Caruso Ph.D. is Program Faculty Director, Assistant Dean for Equity, Diversity and Inclusion, and Adjunct Associate Professor of Management and Organizations and Behavioral Decision Making at UCLA Anderson



Jennifer Whitson Ph.D. is Associate Professor of Management and Organizations at UCLA Anderson

The Positive Impact of Inclusive Leadership

INCLUSIVE LEADERSHIP AND TEAM PERFORMANCE

Inclusive Leadership Promotes

Individual Feelings of Inclusion

+70%

increase in experience of fairness, respect, value, belonging, psychological safety, and inspiration

Team Performance

+17%

increase in team performance

+20%

increase in decision-making

+29%

increase in team collaboration

Source: Deloitte Insights. Based on Deloitte Australia's analysis of 105 leaders as assessed by 600 raters against the six signature traits of inclusive leadership and perceived performance outcomes.



"The program is not just for EDI professionals. It is a great fit for anyone who wants to see life in a diverse workplaces buzz with innovation, honesty and shared success, and wants to use the best available science to maximize their chances of creating those dynamics."

PROFESSOR HEATHER MAIRHE
CARUSO

WHO SHOULD ATTEND

- Senior leaders who want to embrace EDI but need support translating that desire into effective action
- HR leaders who want to get ahead of the pack in attracting and retaining a diverse workforce
- Team leaders who need the practical skills to implement their organization's Inclusion strategy right now

PROGRAM IMPACT

- Program insights will help leaders upskill both as individuals navigating within organizations and as the designers/architects of those organizations, capable of making systemic change.
- Participants will develop skill in architecting workplaces and workplace dynamics that energize, inspire, and unify diverse employees, creating space for people to bring their whole selves to work, and benefit all.

"UCLA Anderson's Inclusive Leadership Program redefines leadership and grounds its knowledge in the needs of today! It has given me a new lens through which to see my organization"

ANDRE SEGOVIA,
Chief of Staff, VP Operations,
One Planet Ops



UNIQUELY UCLA

UCLA Anderson Executive Education has been a leader in Equity, Diversity and Inclusion programming for more than 20 years. Our program builds upon this proud tradition and the groundbreaking research, teaching and industry experience of our faculty to deliver powerful frameworks that can develop your executives into leaders with truly inclusive mind- and skill-sets.

UCLA is a globally renowned academic powerhouse but it is also uniquely entrepreneurial and individualistic, open-minded and curious, intellectually challenging and deeply caring for the communities in which we live. We are focused on stretching intellectual horizons, but we never forget our geographical roots and the place from which we draw strength and purpose.

Apply Now



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