# Managing a Culture of Belonging

This engaging one-day program provides leaders with the mindset, skills and tools to lead a team that harnesses its diversity as a strength.

## Learning Outcomes

- Identify what a culture of belonging looks like

- Articulate what you have to believe in order to foster that culture

- Assess your understanding of diversity, intersectionality and individuality

- Recognize how bias impacts our relationships and team dynamics

- Practice having a reverential conversation from a leader's perspective

- Explain the implications of a leader's response to exclusion

## Program Flow

### Welcome
Introduction
Learning objectives

### What is a Culture of Belonging?
Why belonging in the workplace
Link between belonging and performance
Manager's role

### Dimensions of Diversity
Definition of diversity
Visible, audible and intangible diversity
Expression of individuality

### Biases and Limitations
Common workplace bias
Limitations of our own understanding
Harnessing curiosity

### Managing for Balance
Team dynamics
Project Opportunity
Leaning into the conversation

### Conversations for Belonging
Keys to a reverential conversation
Implications as a leader

### Workshop Close
Workshop evaluation