

Workshop: Sharpening Your Inclusiveness Skill Set When Diversity Threatens Your Best Efforts

Instructor: Linda Pickard Ph.D.

Linda Pickard is President of Pickard & Laws Consulting Group Inc. which she founded after gaining enriching experiences in the corporate sector, local government and academia. Linda is an educational psychologist who started her career as a nutritionist-dietitian where she began to question how people learn to learn so that it “sticks”. Her journey of inquiry includes graduating from the University of Toronto with a Ph.D. in Educational Psychology, a Master of Education in adult education, postgraduate diplomas in dietetics and public health nutrition and a Bachelor of Science in nutritional and food sciences. Linda’s firm serves clients in both the for-profit and not-for-profit sectors such as financial services, pharmaceuticals, telecommunications, logistics, technology, public health, hospitals, cities and regions and colleges and universities.

Linda is an award-winning designer and facilitator of multi-module leadership development programs. She is also a consultant, writer and educator focused on inclusive and engaging strategic planning, accountable strategic execution and simple evidence-based practices for building team performance and change-adaptable organizational cultures. Her practical tool kits for skill mastery draw on research from a number of disciplines. They include learning and brain science, decision science, evolutionary biology, anthropology, sociology, behavioural economics and positive psychology. The art and science of “deliberate practice”, essential for developing expertise quickly, is a key take away from Linda’s seminars.

Workshop Description

Teams in today’s environment face multiple hurdles always in flux. Canada’s evolving legal frameworks require that organizational policies and programs be in place to support and sustain a work place that values and models inclusivity. But, social, technological and political forces, often disruptive, threaten implementation - changing demographics as the baby boomers continue to retire and technologically savvy generations join the workforce; new waves of immigrants from countries both war-torn and rich with different experiences, values and beliefs; the rise of robotics (artificial intelligence) threatening job security;

smaller, faster, and cheaper devices increasing our connectedness or isolation and less predictability of political outcomes fostering a climate of uncertainty . The world seems more turbulent and complex and, at the same time, increasingly interdependent. The challenge becomes one of navigation - looking out for self and pursuing strong team dynamics for mutual benefit.

Topics Covered

- Examining why inclusion is a work in progress especially in teams
- Framing the issues and potential path forward with the SCARF Model (a practical checklist) and other tools of neuroscience
- Developing skills at being positive and open to spark inclusivity
- Proving how diversity powers innovation, strong organizational cultures and productivity
- Finding team member 'blind spots' when a team is good at dialogue and 'crucial conversations'
- Debunking diversity myths that stand in the way of 'togetherness' (sorting fact from fiction)
- Highlighting the common ground of all high performing teams and persons - psychological safety; applying self-assessment tools and simulations to guide habit change.

Learning Outcomes

- More easily reach across the "divide" to others who are different and as a result improve team cohesiveness and decision making
- Value the upside of diversity for personal growth, greater psychological safety and the satisfaction of raising the innovation bar
- Apply a 'science mind' to test and verify diversity opinions
- Work on inclusiveness habits using 'bite-sized', micro tools , including 'The Habit Loop'
- Increase personal resiliency and lessen the stresses of the work environment no matter how it evolves and changes with the times

Key Coaching and Follow up Questions

- How has your background shaped your values and beliefs on inclusion?
- In what ways are you questioning your world view now?
- What situation most frequently challenges your ability to 'lean in'?
- How can you alter your response in the way of specific behaviour changes?
- When and how frequently will you test out the new behaviours?
- How are you going to verify progress?