



DRIVE DIVERSITY

Enhance Inclusive Leadership



LATINO
LEADERSHIP
INSTITUTE

Research shows that diverse teams see a 60% improvement in decision-making abilities.

A 2015 McKinsey Report on 366 public companies found that those in the top quartile for ethnic and racial diversity in management were 35% more likely to have financial returns above their industry mean

(Hunt, Layton, & Prince, 2015)

Our Expertise

About the Latino Leadership Institute

As a center of excellence, the Latino Leadership Institute (LLI) works to change the face of leadership to be reflective of our diverse populace by unlocking the full economic and social potential of people, organizations, and communities. Since 2015, the LLI has offered science-based and results-driven inclusion courses that change both mindsets and outcomes.

Through expert facilitation, interactive curricula, and groundbreaking assessments, the LLI supports organizations of all sizes and across sectors and industries. Our work is rooted in our commitment to ensuring that leadership is diverse, inclusive, and ready to meet the opportunities and demands of a rapidly changing and diverse workforce.

Contact us at info@latinoslead.org or visit us at www.Latinoslead.org

INSIGHT TO INCLUSIVE LEADERSHIP

Based in neuroscience and grounded in history and context, the *Insight to Inclusive Leadership* course offers a new framework for individuals to become more inclusive leaders. The course includes:

- A 90-minute orientation and five 90-minute virtual training sessions
- Pre and Post-session assignments
- Participant Guide for every module, a personalized Inclusifyer Leadership Matrix™ assessment, and the e-book *Inclusify*

ORIENTATION: JOURNEY TO INCLUSIVE LEADERSHIP

The journey to inclusive leadership begins with this orientation. Participants will recognize how emotions tied to race, culture, bias, diversity, inclusion, and equity are deeply rooted in our lived experiences, shaped by society, and wired in the subconscious of our brain.

MODULE 1: DIVERSITY INSIGHT

Participants will gain an understanding of the many layers of diversity and how individuals create their own framework for diversity based on their lived experiences and society. This module will conclude with a discussion on the value diversity can bring to an organization.

MODULE 2: EQUITY INSIGHT

Participants will develop a new framework for thinking about equity. They will review the meaning of equity and how it differs from equality. Participants will engage in conversations about inequality and work together to address stereotypes and microaggressions using interventions taught in the course. Finally, participants will reflect on the myth of meritocracy.

MODULE 3: BIAS INSIGHT

Participants will connect what they have learned about neuroscience, the brain, and diversity and inclusion to gain greater awareness of how we are wired to think, so we can learn about our biases, and ultimately work to rewire for inclusive leadership. The module will conclude with brain-based interventions to increase self-awareness and create meaningful, authentic connections with others.

MODULE 4: INCLUSION INSIGHT

Based on the book *Inclusify*, participants will learn that inclusion is about creating environments that foster uniqueness and belonging. Each participant will receive a personalized assessment to help them recognize their strengths and follies as an Inclusifyer. The session concludes with a lesson on strategies to foster inclusion throughout the organization.

MODULE 5: CHANGE INSIGHT

Participants will gain an understanding of how the brain responds to change and how to leverage new tactics to set and achieve a growth mindset necessary for long-term development and goal achievement. By learning about habit formation in the brain, participants will learn new tricks to support lasting transformation.

*All virtual modules are 90-minutes