



IN-VISIBLE

LEADERSHIP WORKSHOP
INCLUSIVE WORK CULTURE



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WORKSHOP FOR LEADERS TO ENHANCE AWARENESS OF (SUBTLE) KINDS OF DISCRIMINATION

GOAL

Empowering leaders to build a safer space for their employees

CONTENT

Interactive training with close supervision by experienced experts from science and practice

DURATION

The workshops are available in two formats:
Mini (1 x 3h) and Standard (2 x 2,5h)

LOCATION

Online - via Zoom, Webex etc. or in-person at your organisation's office

OPEN FOR

Leaders - no previous knowledge necessary,
"naive" questions are welcome

SIZE

Max. 20 participants

LANGUAGE

We deliver the workshop in German or English

You can book the workshop *Inclusive Leadership* by email via hi@in-visible.berlin. If you have any further questions, please contact the address above.



RETHINKING TRANSFORMATION

Everyone is talking about equity - and not just since the women's quota. A diverse work environment offering equal opportunities is important for employees and especially young talent. Over 4,500 organisations in Germany have now signed the Diversity Charter (Charta der Vielfalt), recognizing that they need to become more diverse to keep up. Thus, diversity is an important corporate value and it needs to be anchored in leadership style. But how? It is up to each and every manager to define inclusive leadership for themselves - but what and who should be included in the strategy can require learning.

WHAT CAN YOU EXPECT FROM THE WORKSHOP?

We train leaders to recognise different kinds of (subtle) discrimination in themselves as well as in their team. Through self-reflection, inputs and group exercises, we empower participants to discover various tools to counteract problematic behaviour or structures. We talk about power, privilege and the role of empathy when it comes to changing one's perspective as a leader. Participants will gain practical knowledge about their responsibility in building equal working cultures as well as an understanding of what they can do to create a safer space for their employees.

HOW DOES THE WORKSHOP TAKE PLACE?

The workshop takes place in-person or online. In both our in-person and virtual sessions, we encourage active participation and look forward to lively discussions. With our trainers, there are no „naive“ questions; we open up a space that takes account of the needs of all participants. We have been working with remote workshop structures since our foundation and have deep digital expertise.



SESSION 1 REFLECTION

Introduction to inclusive work culture

Impact of discrimination at the workplace

Studies & facts

Exercise and moderated discussion about your workplace

SESSION 2 ACTION

Fighting exclusion & establishing inclusion

Methods & exercises that work

Concrete tools & interventions

Moderated discussion about next steps at your workspace



IN-VISIBLE

IN-VISIBLE has many years of experience in the fields of gender research, equality, diversity and anti-discrimination in the context of startups, public actors and companies. Our expertise includes well over 500 workshop days and the close support of over 50 teams and organizations. Our team is made up of experienced and specialised young experts who are at home in a diverse and global society. Developing strategies and solutions to understand and discuss the (often sensitive) issues of gender and diversity is what we do best. Monitoring is important to us - our before-and-after surveys of the IN-VISIBLE workshops show that after the workshop:

participants feel more confident about recognising discrimination at the workplace

participants feel more confident to intervene in the event of discrimination at work

OUR TRAINERS

The workshop is led by two of our trainers. All of us working at IN-VISIBLE combine academic, professional and community-based references to the topic of gender equity. As a team, we are united by a shared mission to counteract the disadvantage of women and minorities in the world of work. In this mission we are supported by a large network of qualified trainers and consultants whose competencies we use on a project basis.

OUR CLIENTS

