

# Leading and Managing Diverse Teams Inclusively

Proudly South African online short course that can also be implemented as a Category B-aligned solution for your B-BBEE Skills Development Scorecard requirements



**Inclusive leaders don't just create harmony – they unlock performance.**

Research shows organisations with inclusive leadership are **70% more likely** to capture new markets and **1.7x more innovative**.

The Leading and Managing Diverse Teams Inclusively Programme is a 7-month blended journey designed to equip leaders with the mindset, tools and behaviours to lead across differences with confidence. This online short course helps managers create belonging, embed inclusive practices in everyday leadership, and harness diversity as a source of strength and performance in complex and multicultural workplaces.

*Build belonging. Nurture inclusion. Unlock performance.*



## Course objectives

- Strengthen inclusive leadership capabilities at every level
- Translate DEI theory into applied leadership practice
- Commit to personal and organisational action as DEIB ambassadors
- Create measurable cultural shifts through the 100 Days of Impact toolkit

## Programme information

### Duration

7 months (blended format)  
*This programme can also be offered as a **Category B-aligned** solution for your B-BBEE Skills Development Scorecard requirements*

### Learning commitment

6 hours per month

### Cohort size

Designed for 25 – 30 leaders in your organisation

### Assessment

**Certificate of Attendance**  
(Option to extend to Certificate of Competence via workplace-integrated projects)

### Key components

**Delivery mode:** Online (including live virtual masterclasses)

**Learner support:** Student Success Officer throughout learning journey

### Support material

- Facilitated Reflection Journals
- 100 Days of Impact Toolkit

This transformative 7-month leadership journey can be offered as an online short course or as a *Category B-aligned solution* for your B-BBEE Skills Development Scorecard. It equips managers with the tools to practise inclusion every day. The experience combines self-paced modules on bias, diversity, gender, psychological safety and disability awareness, with live virtual masterclasses led by expert coaches and guest speakers. Reflection journals deepen self-awareness, while workplace projects and the 100 Days of Impact Toolkit provide a practical framework to embed change.



## Journey overview

REFLECTION AND JOURNALLING

<p><b>MONTH 1</b> <b>The Relational Lens:</b> Human Connection</p>	<ul style="list-style-type: none"> <li>• <b>Self-paced modules:</b> What is DEIB?   Benefits of DEIB   Your part in DEIB</li> <li>• <b>Masterclass 1:</b> Understanding DEIB in the African context</li> <li>• <b>Dialogue:</b> Building awareness and humility</li> </ul>
<p><b>MONTH 2</b> <b>The Self Lens:</b> Inner Intelligence</p>	<ul style="list-style-type: none"> <li>• <b>Self-paced modules:</b> Beliefs and attitudes   Bias   Disability awareness</li> <li>• <b>Masterclass 2:</b> Lead from within – Adaptability by design</li> <li>• <b>Dialogue:</b> Embracing diversity through reflection</li> </ul>
<p><b>MONTH 3</b> <b>The Art of We Lens:</b> Cultural Diversity</p>	<ul style="list-style-type: none"> <li>• <b>Self-paced modules:</b> Racial and ethnic diversity   Cultural diversity</li> <li>• <b>Masterclass 3:</b> Future shift – Leading diversity that lasts</li> <li>• <b>Dialogue:</b> Making equitable everyday decisions</li> </ul>
<p><b>MONTH 4</b> <b>The Art of World Lens:</b> Gender &amp; Sexual Diversity</p>	<ul style="list-style-type: none"> <li>• <b>Self-paced modules:</b> Gender diversity   Sexual diversity</li> <li>• <b>Masterclass 4:</b> Building a mindset of acceptance and understanding</li> <li>• <b>Dialogue:</b> Dialogues on gender and power</li> </ul>
<p><b>MONTH 5</b> <b>Transform for the Future</b></p>	<ul style="list-style-type: none"> <li>• <b>Self-paced modules:</b> Courageous conversations   Psychological safety</li> <li>• <b>Masterclass 5:</b> Creating a culture of belonging</li> <li>• <b>Dialogue:</b> Listen to unlock</li> </ul>
<p><b>MONTH 6</b> <b>Reflection in Action</b></p>	<ul style="list-style-type: none"> <li>• A dedicated month to apply learning in the workplace, complete reflection journals and consolidate insights while testing inclusive leadership behaviours in real-world settings</li> </ul>
<p><b>MONTH 7</b> <b>Show &amp; Tell</b></p>	<ul style="list-style-type: none"> <li>• Final presentations of 100 Days of Impact Toolkit</li> <li>• Certificate of Attendance (E-version)</li> </ul>

Contact us to register or to discuss in-house delivery options.  
**Let's connect.**

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