

CORPORATE
EDUCATION

**TRANSFORMANDO
EMPRESAS,
IMPULSANDO
EL TALENTO**

Transforming Companies, Promoting the Talent





INCLUSIVE LEADERSHIP FOR HIGH PERFORMING TEAMS

ON-LINE

WHY ESIC

WHY ESIC

1 of the Top 4 Business Schools in Spain.

18.000 professionals trained per year.

+ 500 in company projects delivered per year within 160 Corporate clients

"Adaptation,
Agility and
Flexibility"

WHY ESIC



About the program

CONTEXT

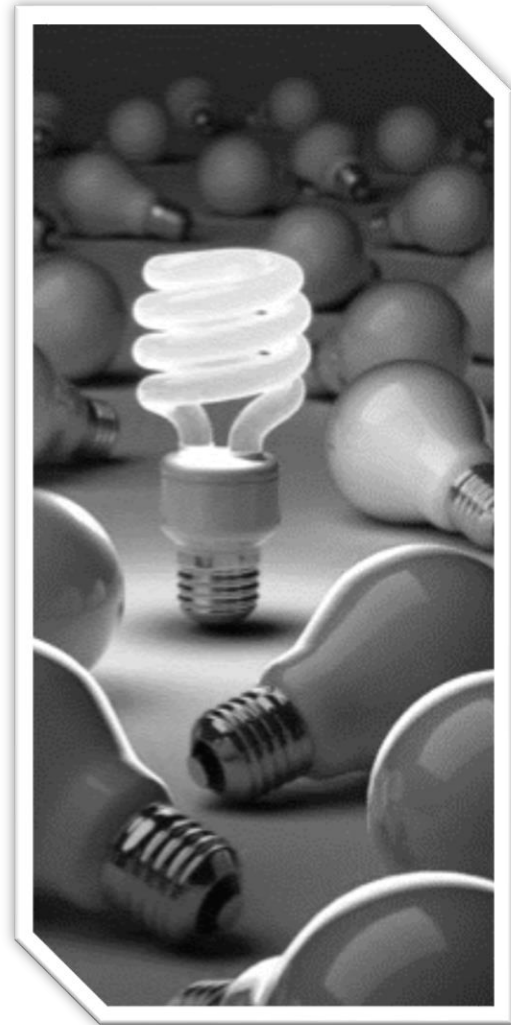
Companies increasingly rely on diverse, multidisciplinary teams that combine the collective capabilities, people of different cultural heritage, and younger and older workers. But simply throwing a mix of people together doesn't guarantee high performance; it requires inclusive leadership. This leadership that assures that all team members feel they are treated respectfully and fairly, are valued and sense that they belong, and are confident and inspired.

High performance teams aren't born, they're built. They're carefully crafted with help from leaders who understand how to position different talents to complement each other, how to communicate productively and encourage others to do the same, and how to get the most out of the diversity present. It can be useful to think in sports metaphors when exploring inclusive leadership – let's dive in with how leaders can get more out of inclusive teams.

In conclusion, in this ever changing global and multicultural work and market place, leadership takes on a new meaning, requiring an additional set of skills and competencies. Inclusive leadership is at the heart of success in this new environment and this programme aims to equip leaders with the knowledge, skills and behaviours required to create a high performing inclusive team, department and organisation.



VALUE PROPOSITION

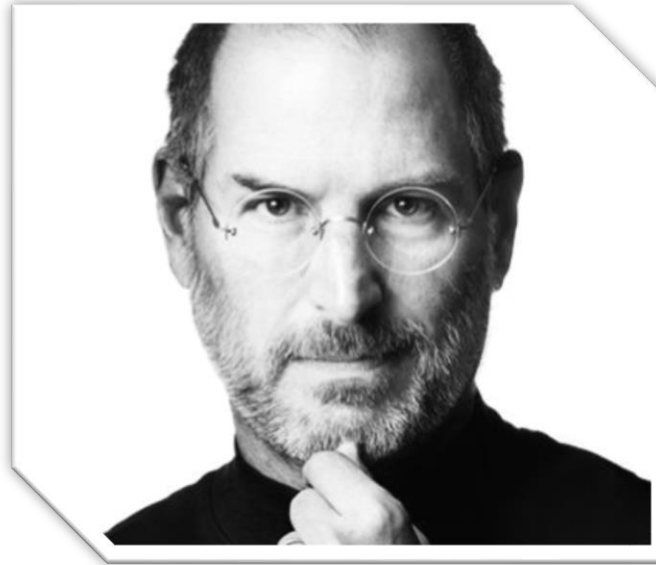


Provide updated content both in techniques and tools applied in inclusive leadership, as well as a practical methodology that allows immediate learning.

Share the acquired experience of ESIC through continuous collaboration with national intelligence services and security forces, allowing the implementation of feasible operational activities in their work.

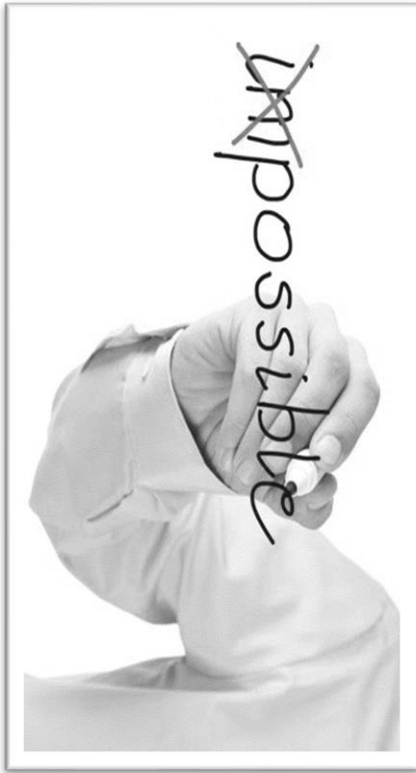
Bring diverse experiences in different sectors that can apply to their reality and improve skills development.

CHALLENGES



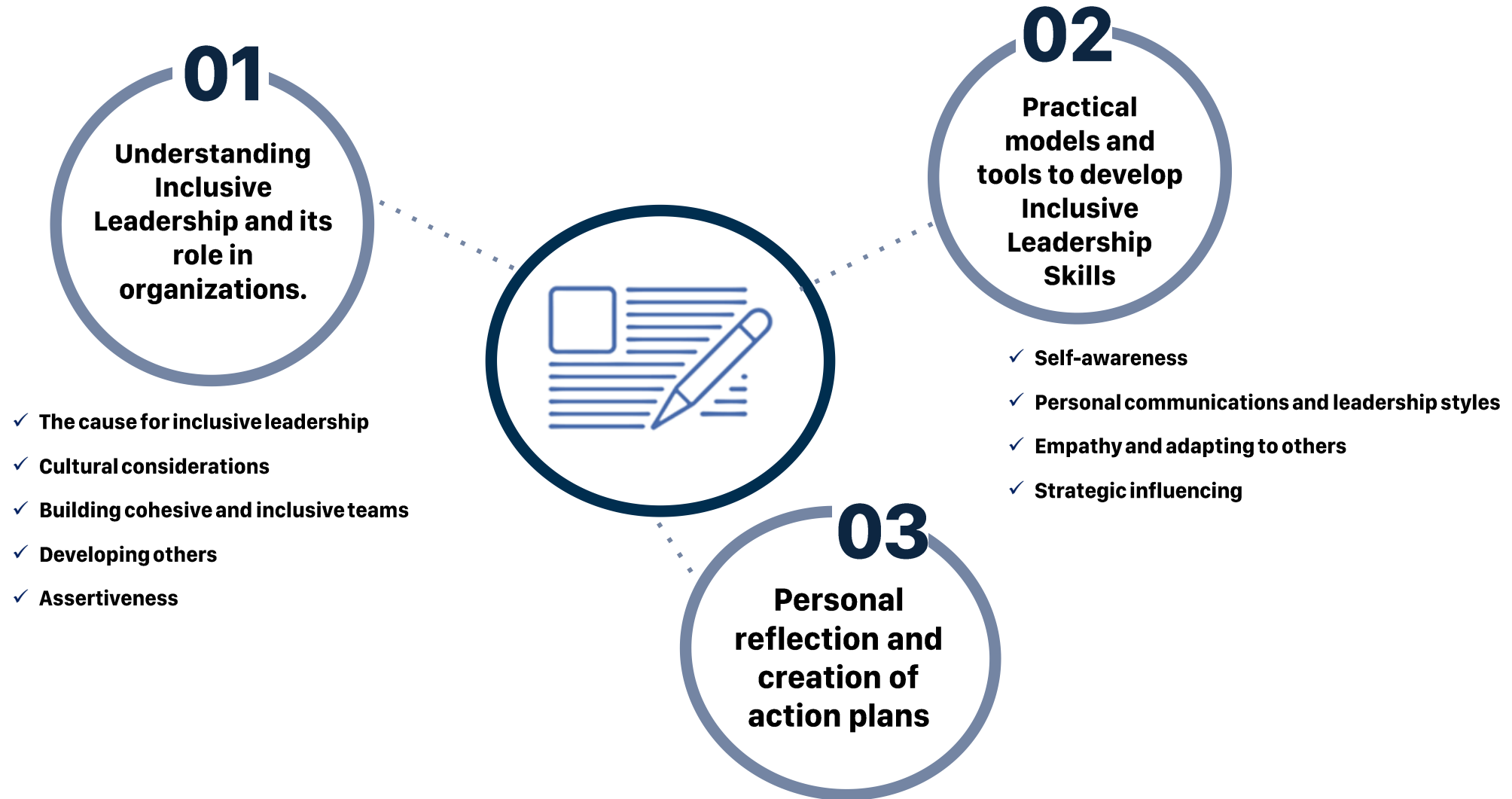
“You can’t connect the dots looking forward; you can only connect them looking backwards. So you have to trust that the dots will somehow connect in your future. You have to trust in something. This approach has never let me down, and it has made all the difference in my life”. *Steve Jobs.*

Inclusive Leadership Program (Objectives)



- Explore and define what inclusive leadership is, identifying the benefits and barriers.
- Understand the knowledge, skills and competencies needed to effectively lead global and diverse teams.
- Uncover the link between self mastery, emotional intelligence and inclusive leadership.
- Understand the impact of subtle exclusive behaviours on individuals, teams and the workplace.
- Understand how outstanding leaders harness diversity and inclusion to create high performance teams.
- Identify strategies and actions for enhancing their inclusive leadership impact and contributions.

CONTENT PROPOSED



INTERACTIVE METHODOLOGY

In the development of the contents of the program, the **following interactive methodologies on line are** intended to be combined, adapting to the profile of the attendees, to guarantee the achievement of the proposed objectives:

- **Pre-read and pre-work**

Individual work before class.

- **Concepts & Models**

Presentation & discussion on line of basic concepts and models.

- **Experiential Learning**

Experiential and group exercises designed to allow you to observe your own beliefs, behaviors and attitudes when confronted by diverse challenges, and to “learn by doing”.

- **Time & Space**

Provide the time, space and opportunity for you to improve your self-awareness and your ability to act as permanent change agents.

- **Framework & Tools**

Provide a framework and tools for identifying your own needs of personal and leadership development.

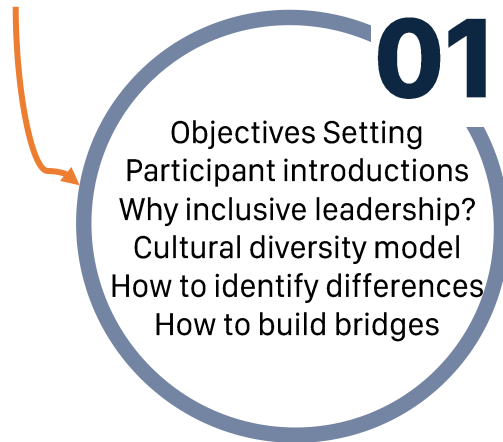
- **Dynamic-interactive-play**

Get to know each other better in a dynamic and fun environment.

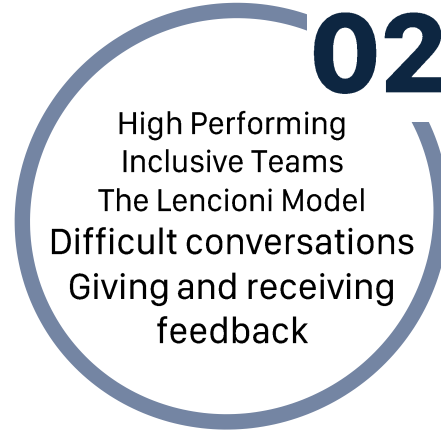
Inclusive Leadership Journey Program

15 hours in 5 days + Pre-read and Pre-work

Pre-read: HBR - Inclusive Leadership

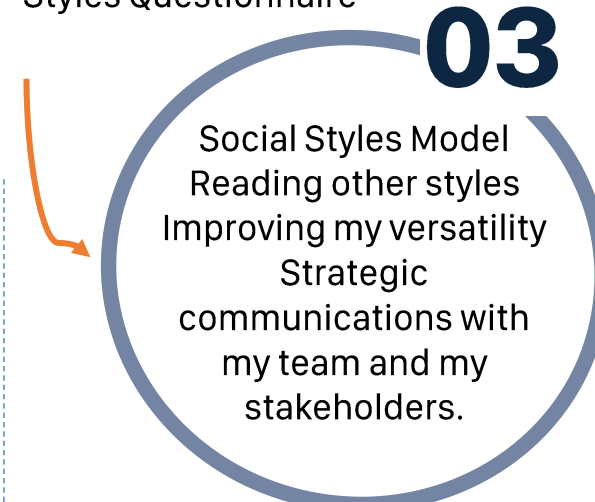


(3 hours)



(3 hours)

Pre-work: Social Styles Questionnaire



(3 hours)



9 hours in 3 days

Inclusive Leadership Journey Program

15 hours in 5 days + Pre-read and Pre-work

Pre-work: Situational Leadership Questionnaire



Landing page and Access Guide

VIRTUAL CLASSROOM

LANDING PROGRAM

A landing page for the program is created:

URL: esic.edu/landing/inclusive-leadership-program



Learn the keys of inclusive and global leadership

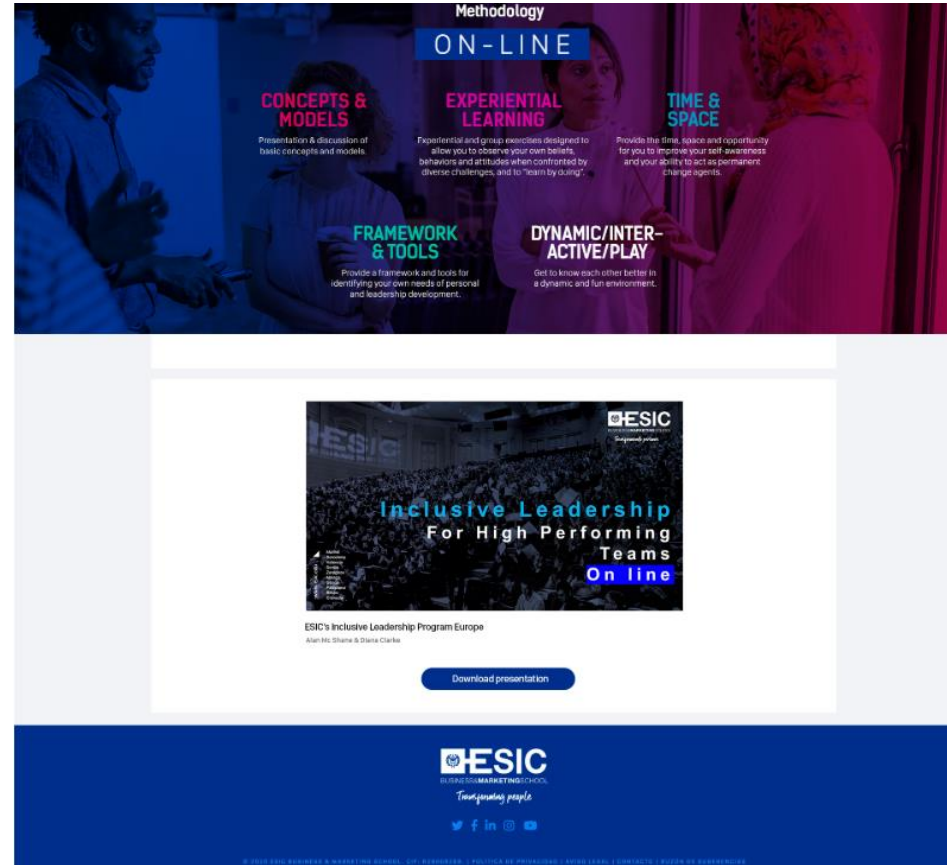
In this ever changing global and multicultural work and market place, leadership takes on a new meaning, requiring an additional set of skills and competencies. Inclusive leadership is at the heart of success in this new environment and this programme aims to equip leaders with the knowledge, skills and behaviours required to create a high performing inclusive team, department and organisation.



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VIRTUAL CLASSROOM

Create a new password

Once you have received the welcome email, in order to access the Virtual Classroom, you will need to create a new password.

To do this, you need to log in to your profile, click on the following link "My profile" and then click on "Forgotten your password?"

ECONOMÍA DIGITAL | BUSINESS&MARKETING SCHOOL ESIC

ESIC
BUSINESS&MARKETING SCHOOL
Transforming people

Usuario registrado
Si eres usuario registrado identificate desde aquí para acceder a tu zona privada y a todos los recursos de ESIC:

Email

Contraseña

ENTRAR

Recordar en este equipo

¿Has olvidado tu contraseña?

ECONOMÍA DIGITAL | BUSINESS&MARKETING SCHOOL ESIC

VIRTUAL CLASSROOM

Create a new password

The following screen will then appear, where you have to enter your e-mail (the same one where you received the first notification).



The screenshot shows a web interface for password recovery. At the top, there is a navigation bar with the text "ECONOMÍA DIGITAL | BUSINESS&MARKETINGSCHOOL" and the ESIC logo. Below this is the ESIC logo and the tagline "Transforming people". The main heading is "He olvidado mi contraseña" (I forgot my password). Below the heading, there is a sub-heading "Introduce tu email y enviaremos a tu dirección de correo electrónico un enlace para crear tu nueva contraseña." (Enter your email and we will send you a link to create your new password). There is an input field labeled "Email" and two buttons: "SOLICITAR" (Request) and "CANCELAR" (Cancel). At the bottom, there is another navigation bar with the text "ECONOMÍA DIGITAL | BUSINESS&MARKETINGSCHOOL" and the ESIC logo.

You will receive an email with a link to create the new password. The username and password will be used to access both the Virtual Classroom and your personal profile.

VIRTUAL CLASSROOM

Access to the Virtual Classroom

The Virtual Classroom is the fundamental tool that you have to familiarize yourself with and use throughout the program in order to achieve the course objectives. You can access the Virtual Classroom by clicking on the following link: <https://av.esic.edu/>

You can access the Classroom with the username and password you previously setup.



ESPAÑOL ↻

Iniciar sesión

Correo electrónico

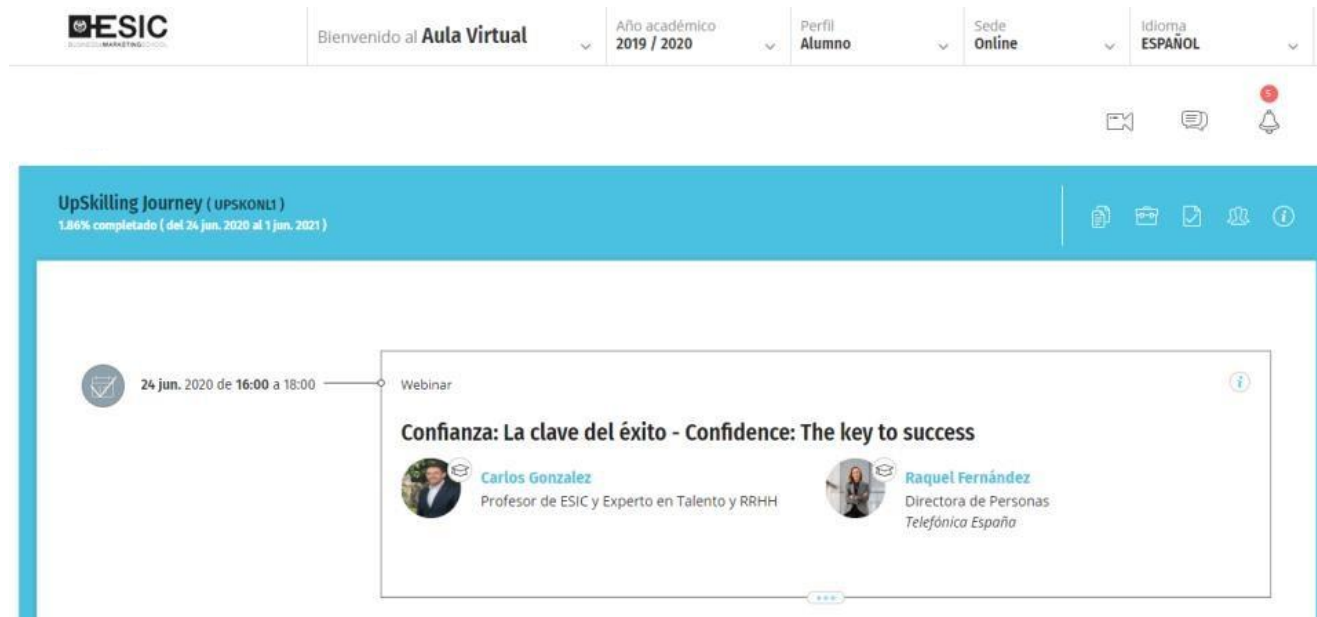
Contraseña

Acceder

VIRTUAL CLASSROOM

Inclusive Leadership Journey Program

Inside the Virtual Classroom you will find the Inclusive Leadership Program.



If you are studying another program in this Virtual Classroom, you have to select "Online Campus " in the tab at the top.

VIRTUAL CLASSROOM

Access to online sessions

The sessions will be taught online using ESIC's private YouTube channel. The access link will be available in each of the sessions, approximately 30 minutes before they start.

The screenshot shows a webinar registration interface. At the top left, there is a calendar icon and the text "24 jun. 2020 de 16:00 a 18:00". To the right, it says "Webinar" and has an information icon. The main title is "Confianza: La clave del éxito - Confidence: The key to success". Below the title, there are two speakers: Carlos Gonzalez, Profesor de ESIC y Experto en Talento y RRHH, and Raquel Fernández, Directora de Personas at Telefónica España. At the bottom, there is a section titled "MATERIAL EXTRA" with a video player showing a thumbnail with the ESIC logo and the text "UpSkilli...".

VIRTUAL CLASSROOM

Recording of the sessions

Within a day/week after each session, you will receive a subtitled recording of it.



Obtaining your certificate

Once all the sessions have been completed, you will take a 20-question test on the subjects covered in the different sessions. You have to pass this test in order to obtain the certificate.



FACULTY



Alan Mc Shane

Corporate Education Trainer &

Consultant at ESIC. Design Thinki

ng and Lego Serious Play Facilitat

or

Development Skills Specialist.

Corporate trainer and facilitator and he has been delivering workshops and training sessions internationally since 1999.

Prior to that he worked in the Financial Services sector leading international teams and rolling out global business development projects with AIG and Pinebridge.

He is a certified facilitator of LEGO® SERIOUS PLAY® method and materials and of the Points of You coaching and facilitation tools.

Certified Instructor for the administration and delivery of Tracom Group SOCIAL STYLE® & Versatility.

He provides in-company soft skills training, specialising in creativity, communications skills, effective presentations and team coaching.

FACULTY



Robert Griffiths

Corporate Education Area Trainer &

Consultant. Soft Skills Facilitator.

Author and Speaker.

Robert is a Degree in literature and philosophy. University of Bristol. BA Honours.

Master in Psychology Transpersonal and NPL . Instituto de Potencial Humano.

Courses in Management (IESE and Darden Business School).

He has trained in Citibank (Leadership, Quality-6-Sigma Trainer, Negotiation, Communication and Influence Skills).

Co-Founder of DUNLOP & BROWN. Madrid & Londres.

Manager in CITIBANK CORPORATE & INVESTMENT BANK.

Member of Executive Committee of Corporate Bank in Europe.

Chief of Staff / Citigroup in Iberia, Transactor in London of Leveraged Capital, Project Finance Transactor, Trainer of Quality 6 Sigma in CITIBANK / CITIGROUP in London and Madrid.

Experience in consulting, development and Training Programs: AIRBUS, ROLLS ROYCE, INDUSTRIAS DE TURBO PROPULSORES, LISI AEROSPACE, HONEYWELL, AMADEUS, ALTADIS, CITIBANK, SOCIETE GÉNÉRALE, TELEFÓNICA, ORANGE, ITALCEMENTI, GRUPO VIPS, KELLOGG'S, LACTALIS, ABBVIE, GLAXO SMITHKLINE, MACGUFFIN, REPSOL, HYUNDAI

CLIENTS



+5
YEARS

CAMPUS LOCATION



ESIC - MADRID
C/ Arturo Soria, 161
Madrid



ESIC - POZUELO
Avda. Valdenigrales, s/n
Pozuelo de Alarcón. Madrid



ESIC - BARCELONA
INTITUTO SUPERIOR DE MK
C. Santaló, 36
Barcelona



ESIC - VALENCIA
Avda. Blasco Ibáñez, 55
Valencia



ESIC - SEVILLA
Avda. Carlos III, s/n
Isla de la Cartuja. Sevilla



ESIC - ZARAGOZA
Vía Ibérica, 28-34
Zaragoza



ESIC - NAVARRA
Avda. Anaitasuna, s/n
Mutilva Alta. Pamplona



ESIC - MALAGA
C. Severo Ochoa, 49
Málaga



ESIC - BILBAO
CÁMARA C. DE BILBAO
Alameda de Recalde, 50
Bilbao



ESIC - VIGO
IESIDE / ESIC Vigo
Avenida de Madrid, 60
36204 Vigo



ESIC - A CORUÑA
IESIDE / ESIC A Coruña
Ronda de Nelle, 31
15007 A Coruña

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