

# Inclusive leadership

## program

**“Inclusion is being invited to the party.  
Belonging is being asked to dance.”**

- Verna Myers

This program explores strategies for recognising employee strengths, tailoring workplace practices, and promoting innovation. Learn how to go beyond compliance to effectively manage psychosocial risks, ensuring a supportive environment that enhances wellbeing, retention, and discretionary effort.

### Program outline

On this program you will learn how to apply inclusive leadership practices, adapt the workplace environment to accommodate the needs of all staff, and respond to psychosocial hazards and biases.

The program is held over a three-week period, and includes two full day in-person workshops, interspersed with a one-on-one coaching session with our experienced and qualified executive coaches.

There is the option to include two additional coaching sessions for those who would like to go deeper.

### Outcomes

- Learn how inclusive leadership empowers the individual, team and organisation.
- Recognise risks and opportunities in responding to psychosocial hazards.
- Tailor your leadership practices and communication skills.
- Evaluate and apply inclusive leadership practices in the workplace.

### Who should attend?

Leaders who are:

- Curious about the benefits of inclusive leadership
- Eager to harness employee talent
- Motivated to enhance team productivity
- Invested in creating a positive and thriving workplace culture

### Course Fee

\$2850 plus GST per participant with one coaching session included

\$3500 plus GST per participant with three coaching sessions included

20% discount applies for existing clients; and 10% discount applies for organisations booking 6+ participants

# Program Creators and Facilitators



## Dr Allana Weir

Dr. Allana Weir is a clinical psychologist with over 12 years of experience, delivering clinical, assessment, and supervision services. Beginning her career in the private sector, she has since broadened her expertise by leading school wellbeing teams and collaborating with government organisations to develop bespoke workshops. Dr. Weir has been recognised for her work, earning the People's Choice Award at national symposiums and conferences.

With a passion for teaching and mentoring, Dr. Weir has received numerous teaching awards. She is deeply committed to promoting the strengths of neurodiverse individuals, ensuring these talents are recognised and celebrated in the workplace. Her extensive knowledge in affective neuroscience and positive psychology informs her approach, providing evidence-based strategies tailored to the unique values and needs of her clients. Dr. Weir's work empowers individuals and organisations alike to drive personal, professional, and strategic change.



## Karen Cameron

Karen is an outcome driven leader who has a breadth of experience in supporting diverse groups of people through change. She has two decades of experience in change management and transformation, where she began as a learning and development specialist and went on to lead small- and large-scale change programs, designing and implementing human centred strategies, side by side with her clients.

Karen brings a strong practical approach to inclusive leadership, helping people identify tangible ways to help others succeed. Her knowledge of inclusion and diversity goes beyond a theoretical understanding, bringing lived experience of neurodiversity in her personal and professional life. This experience combined with her passion for helping people overcome challenges associated with change in the workplace has given her a unique perspective on the inclusive leadership program.



## Jennifer Ainsworth

Jen is an experienced leader, facilitator, and qualified workplace coach with a depth of expertise in leading highly technical workforces through rapid change. Jen is known for creating supportive and collaborative environments. Her studies in Mental Health, and Psychology of Management fuel Jen's passion for empowering leaders to foster healthy and thriving workplaces.

Jen takes a client-centered and evidence-based approach, focusing on unique needs and challenges to help clients achieve their personal and professional goals. She applies her coaching skills to empower individuals to reach their full potential, her analysis skills to understand organisational challenges, and her facilitation skills to build the collaborative environments that can solve them.