

Conversations with the Board and Executive Team

- Culture & People: AKL Teaching Gardens
- NZ 2050: Getting on the front foot
- NZ and global benchmarks/best practice
- Top-down leadership and ownership
- Agree metrics to track progress

Tracking momentum beyond the first year

- Annual INCLUSION+ survey to track progress and goals
- Refresher Leadership Cohort Workshops
- Induction to INCLUSION+ for new leaders
- Intermittent forums to focus on global benchmarks

Where have we grown? Where are there still opportunities?

- Focus group pulse checks
- Tracking internal metrics against external benchmarks



Define strengths and areas to strengthen

- Concise 33 question survey
- Measures five key I & D dimensions
- Link with internal metrics to establish baseline and targets
- Focus groups to assess impact of leadership shadow

Can integrate with existing L&D framework or build anew

- Action Learning: A structured and continual learning process across time
- Prep executive team and senior leaders to co-facilitate
- Designed for all staff who lead people and teams

Unconscious Bias in Leadership

- How to Recognise and Mitigate Exclusion

How People Thrive in the Workplace

- The Hierarchy of Human Needs

Emotional Intelligence: The New Black

- Unpacking the Five Elements

Authenticity and Impostor Syndrome

- Finding Your Authentic Voice at Work
- How to Build a Culture of Belonging

Empathy in a Post-COVID World

- Making it Real and Right for Leaders
- Cognitive, Emotional and Compassionate Empathy

The Art and Skill of Coaching

- Workshop to Lift Coaching Impact
- Reinforce the Power of Storytelling

Optional, but worth considering to strengthen coaching capability

- Individually tailored with INCLUSION+ practitioner