



**INCLUSIVE
LEADERSHIP PROGRAM**

DIVERSITY IS A REALITY, BUT INCLUSION IS A CHOICE

3rd Floor, Devonshire Square,
London EC2M 4YF, UK

www.impeltalent.com
leadership@impeltalent.com



Welcome to our [Inclusive Leadership program](#). Leadership to us is our passion. The purpose of our leadership development programs is primarily aimed at building the FOUR core skills of emotional intelligence across all levels of the organisation. We have seen the benefits of improving [self-awareness, self-management, social awareness and relationship management](#), across our various clients.

Between us, we have over [20 years of experience](#) building high-performing, cross-cultural teams within FMCG and Life Sciences.

This virtual [Inclusive Leadership program](#) is focused on further enhancing the [emotional intelligence](#) of Leaders and employees aspiring to bring their best selves to work and contribute to shaping an [inclusive working culture](#).

It is common to think that an inclusive model of behaviour has to do with others. Instead, it is important to start from ourselves and our own level of [awareness, openness, and information](#) on the subject. The more we work on ourselves, the easier it is to be sensitive to others and the more natural it will be operating in an inclusive way.

Create a Company Culture Where Everyone Feels Like They Belong

Taking this step to invest in [understanding the science of Inclusion](#) will ensure that all team members are treated equitably, feel a sense of belonging and value, and have the resources and support they need to achieve their full potential.

Learning how to bring out the best in your people is the key to unlocking success for your business.

Looking forward to working with you.

Terentia + Nathaniel
FOUNDERS OF IMPEL TALENT

Our PROCESS

We apply a THREE step process to all our Leadership Development programs. We have seen first hand the value delegates receive through the various touch points throughout the program.

01



STEP ONE: Workbook

We have developed customised coaching style workbooks for each MODULE. This allows each person to familiarise themselves with the topic through 'bite size' learning & most importantly gauge their level of awareness on the topic.

STEP TWO: Coaching

Individual coaching is done after each workbook is complete. Individuals meet with one of our qualified, industry experienced coaches for a customised session to discuss learnings & actions. Accountability drives this process.



02

03



STEP THREE: Group Learning

The enhanced benefit of the program is building a strong internal network with people from various parts of the organisation. We recommend groups of 8-10 to encourage participation. Collaborative learning drives a common leadership culture across the business. People also recognise that they are not alone on the journey.



PROGRAM PURPOSE

Embracing an inclusive model of behavior starts with ourselves first and our own level of self-awareness, openness, and information on the topic.

LEARNING OUTCOMES

1. Understand the fast-changing norms and expectations around inclusion, the language of inclusion, and how to handle sensitive topics.
2. Develop the fundamental leadership and communication skills to create an inclusive environment.
3. Empower leaders to build inclusive behaviours and cultures.



COURSE OUTLINE

Module 1: Who am I?

Module 2: Unconscious Bias

Module 3: Vulnerability, Trust and Compassion

Module 4: Inclusion and Holistic Wellbeing

Module 5: Principles of Servant Leadership

Module 6: Becoming a Diversity & Inclusion role model



WHAT YOU GET

- ⑥ workbooks - guided theory & coaching workbook
- ⑥ 60 min coaching sessions - Individual or Group
- ③① hours of customised training material

CONTACT US



info@impeltalent.com



www.impeltalent.com

PROGRAM *Modules*

01

Who am I?

- Introspective assessment of who you are as a person
- Strengths, values, purpose statement, what makes YOU unique
- Past experiences and who/what shaped you as a person
- Limiting beliefs that hold you back from being more inclusive in your life
- Become aware of your privileges
- Emotional Intelligence assessment

02

Unconscious Bias

- Understand the types of Unconscious Bias that prevent us from building diverse teams
- Deep dive into our subconscious beliefs - do they serve us today?
- How to manage micro aggressions in the workplace
- Become aware of your bias with a curious and compassionate mind

03

Vulnerability, Trust & Compassion

- Understand the key elements of vulnerability
- What is vulnerability in the workplace & how it fosters inclusion
- Building trust in relationships at work and in daily life
- Compassionate Leadership: D&I needs compassion at its core
- Belonging vs fitting in

04

Inclusion & Holistic Wellbeing

- Physical, Mental, Emotional, Spiritual & Social Wellbeing assessment
- An inclusive environment fosters your emotional, mental, and social wellbeing
- Wellbeing helps people bring their authentic selves to work

05

Principles of Servant Leadership

- The traits of a great HUMAN leader
- Understand the 5 Levels of Leadership
- Practically apply the 5 principles of servant leadership
- Influence, Priorities, Character, Serving People and Personal Growth

06

Becoming a Diversity & Inclusion role model

- Understand the power of active listening and mindful communication
- Practical tools to work with your judgmental inner voice
- Importance of asking the right questions - Appreciative Inquiry
- How to stay open, curious, and build a growth mindset
- Inclusive language checklist

MEET YOUR COACH

Terentia Browne

Director of Leadership
Development &
Career Coaching

Champion for Introvert
Leaders and building EQ,
Engineer, Creative Thinker,
Purpose driven.

*"Be the change you want to see
in the world"*



I support Emerging Leaders to develop their Emotional Intelligence & critical soft (human) skills to enhance their leadership potential in a volatile, uncertain, complex and ambiguous (VUCA) world.

I am an experienced Leader and a certified John Maxwell Leadership Coach & Trainer. I have built and led high performing, cross functional and cross cultural teams with demonstrated success over the last 18 years in the engineering field across a variety of sectors.

In 2019, I was the recipient of the Healthcare Business Women's Association Rising Star Award for developing the next generation engineer to possess both technical and soft skills which positions them to successfully lead teams of their own.

Fun fact: I collect countries as my hobby, so I have visited 41 countries to date.



[IG.COM/TERENTIA_BROWNE](https://www.instagram.com/terentia_browne)



[LINKEDIN.COM/TERENTIA-BROWNE](https://www.linkedin.com/terentia-browne)



[IMPELTALENT.COM](https://www.impeltalent.com)

MEET YOUR COACH

Reneesha Mohabir
Talent Business Partner
Leadership Coach & Trainer

Emotional Intelligence
assessor, MBA graduate.
Passion for people success.



My passion for meeting new people and instantly connecting has augured well in my life. I holistically believe in building human connections by assessing, coaching and developing human skills. Deeply entrenched in allowing individual's to see their capabilities through their own personal development with my support.

With 22 years of progressive Leadership experience in industry, having led cross-functional high performing teams, I am prominently positioned to offer you a dynamic perspective as a qualified Chemist & Business Manager.

Having coached and mentored graduates and emerging leaders in industry and in my personal life, I am privileged to see the fruits of my work in their successes as I witness them become successful leaders and human beings.

FUN FACT: I am a party and wedding planner who loves public speaking. Socialising with family and friends who enjoy my culinary skills of fusion cuisine adds immense joy to my life.



[IG.COM/RENEESHA MOHABIR](https://www.instagram.com/reneesha_mohabir)



[LINKEDIN.COM/RENEESHA MOHABIR](https://www.linkedin.com/company/reneesha-mohabir)



[IMPELTALENT.COM](https://www.impeltalent.com)

OUR ABILITY TO REACH
UNITY IN DIVERSITY WILL
BE THE BEAUTY AND THE
TEST OF OUR CIVILIZATION.

— MAHATMA GHANDI

