MERCURY

Workplace Culture Excellence Inclusive Leadership

18 – 22 January 2027
Rome (Italy)



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Ref: 121571_1078847 **Date:** 18 – 22 January 2027 **Location:** Rome (Italy) **Fees:** 6200 Euro

Introduction

In today's dynamic organizational environments, workplace culture has become a defining factor in achieving sustainable performance, employee engagement, and long-term success. This Workplace Culture Excellence Inclusive Leadership course provides an understanding of how inclusive leadership practices shape high-performing and resilient workplace cultures. It explores the strategic alignment between organizational values, leadership behaviors, and employee experience to foster a culture of inclusion and excellence. Participants will examine how diversity, equity, and inclusion initiatives influence decision-making, innovation, and team collaboration. The program focuses on practical frameworks that enable leaders to create psychologically safe workplaces and promote belonging across diverse teams. Participants will lead inclusive workplace transformation and drive cultural excellence at all organizational levels.

Targeted Groups

This Workplace Culture Excellence Inclusive Leadership training targets professionals seeking knowledge and skills:

- Senior executives shaping organizational culture strategies.
- HR leaders managing diversity and inclusion initiatives.
- Team leaders are driving inclusive team environments.
- Organizational development specialists are enhancing workplace culture.
- Talent management professionals are improving employee engagement.
- Compliance officers focus on equitable workplace practices.
- Project managers leading diverse teams.
- Consultants advising on leadership and culture transformation.

Course Objectives

Participants will achieve the following objectives by completing the Workplace Culture Excellence Inclusive Leadership course:

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- Understand the foundations of inclusive workplace culture and the impact of leadership.
- Analyze models of organizational culture and their influence on performance outcomes.
- Evaluate diversity and inclusion strategies within modern business environments.
- Identify barriers to inclusion and develop structured approaches to overcome them.
- Apply inclusive leadership principles to enhance employee engagement and retention.
- Design workplace culture improvement initiatives aligned with organizational goals.
- Assess leadership behaviors that promote psychological safety and trust.
- Integrate equity-focused decision-making into leadership practices.
- Measure the effectiveness of workplace culture transformation efforts.
- Develop sustainable frameworks for inclusive leadership development.
- Strengthen communication strategies to support the integration of a diverse workforce.
- Examine real-world case studies related to inclusive workplace excellence.

Targeted Competencies

Participants will gain the following competencies during the Workplace Culture Excellence Inclusive Leadership program:

- Strategic thinking in workplace culture development.
- Leadership skills for managing diverse and inclusive teams.
- Analytical ability to assess organizational culture gaps.
- Communication techniques supporting inclusive environments.
- Decision-making based on equity and fairness principles.
- Capability to design diversity and inclusion strategies.
- Skills in fostering psychological safety in teams.
- Competence in conflict resolution within diverse workplaces.
- Performance evaluation aligned with inclusive leadership goals.
- Change management expertise in cultural transformation initiatives.
- Ability to align leadership actions with organizational values.

Studying Scenarios

In this Workplace Culture Excellence Inclusive Leadership training, participants develop skills through the following scenarios:

- Managing a culturally diverse team with conflicting perspectives.
- Addressing unconscious bias in hiring and promotion decisions.
- Designing inclusive workplace policies for global organizations.
- Improving employee engagement in low-morale environments.
- Leading organizational change toward diversity and inclusion excellence.
- Resolving communication barriers across multicultural teams.

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Course Content

Unit 1: Foundations of Workplace Culture and Inclusive Leadership

- Define workplace culture and its strategic importance.
- Explore the components of high-performance organizational culture.
- Understand the principles of inclusive leadership in modern organizations.
- Analyze the relationship between leadership behavior and culture outcomes.
- Examine global trends in diversity and inclusion practices.
- Identify characteristics of inclusive workplace environments.
- Understand the role of leadership in shaping employee experience.
- Explore ethical frameworks supporting equity and inclusion.

Unit 2: Diversity, Equity, and Inclusion Strategies

- Define diversity, equity, and inclusion in organizational contexts.
- Analyze the business benefits of an inclusive workplace culture.
- Identify types of diversity in workforce environments.
- Evaluate equity-focused HR policies and procedures.
- Develop inclusive recruitment and talent acquisition strategies.
- Assess diversity metrics and performance indicators.
- Examine legal and ethical considerations in inclusion initiatives.
- Explore case studies on successful inclusion strategies.

Unit 3: Building Inclusive Workplace Culture Excellence

- Identify barriers to achieving workplace culture excellence.
- Develop strategies to foster a sense of belonging and engagement.
- Analyze employee experience within inclusive environments.
- Implement leadership practices that support inclusion.
- Design workplace culture transformation initiatives.
- Explore communication strategies for diverse teams.
- Strengthen collaboration across cross-functional teams.
- Evaluate cultural alignment with organizational values.

Unit 4: Leadership Practices for Inclusion and Engagement

- Develop inclusive leadership communication techniques.
- Apply emotional intelligence in diverse team management.
- Build trust and psychological safety within teams.
- Address unconscious bias in leadership decisions.
- Strengthen conflict resolution strategies in multicultural settings.
- Promote accountability for inclusion at leadership levels.
- Enhance employee engagement through inclusive practices.
- Align leadership performance with culture excellence goals.

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Unit 5: Measuring and Sustaining Culture Transformation

- Define key performance indicators for workplace culture excellence.
- Measure employee engagement and inclusion outcomes.
- Analyze data-driven approaches to culture assessment.
- Develop continuous improvement strategies for inclusion.
- Implement feedback mechanisms to evaluate workplace culture.
- Align organizational strategy with inclusive leadership goals.
- Sustain long-term diversity and inclusion initiatives.
- Evaluate the impact of leadership development programs on culture.
- Build scalable models for inclusive workplace transformation.

Final Insights & Key Takeaways

Inclusive leadership is the driving force behind excellence in sustainable workplace culture and organizational success. Organizations that embed diversity, equity, and inclusion into leadership practices create resilient, innovative, and high-performing environments.