

LEADERSHIP & MANAGEMENT | COURSE BROCHURE

Inclusive Leadership in Practice

5 days | Classroom training | English

SMART HORIZON

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The Netherlands

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Course content

Why attend

Inclusive leaders make sure everyone can contribute fully, which improves decisions, innovation and retention. This practical course helps leaders recognise bias, run inclusive meetings, make fair decisions on hiring and promotion, support people from different backgrounds and build team practices where diverse perspectives are heard.

Diversity without inclusion rarely delivers its benefits. You will learn concrete daily behaviours that make inclusion real.

Professional Problems This Course Is Designed to Solve

- Difficulty translating subject knowledge into practical workplace decisions.
- Inconsistent approaches to the activities covered in the course outline.
- Lack of a structured plan for applying and reviewing new skills.

Course methodology

Self-reflection, bias awareness exercises, scenario discussions, role plays and team practice design.

Course objectives

By the end of this course, participants will be able to:

- Explain the business value of inclusion
- Recognise common biases in decisions
- Lead inclusive meetings and discussions
- Make fair people decisions
- Support colleagues with different needs and backgrounds
- Build inclusive team norms and measure progress

Target audience

This course is suitable for:

- Managers and team leaders
- Senior leaders
- HR and diversity professionals
- Recruiters and hiring managers
- Project leaders



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Target competencies

Participants will develop competencies in:

- Inclusive behaviours
- Bias awareness
- Fair decision making
- Team facilitation
- Empathy

Course outline

Day 1: Why Inclusion Matters

09:00–10:08	Diversity versus inclusion
10:08–11:00	Business and human case
11:00–11:30	**Coffee break**
11:30–11:45	Business and human case (continued)
11:45–12:53	Self-assessment
12:53–14:00	Exercise: inclusion experiences

Day 2: Understanding Bias

09:00–10:08	How bias works
10:08–11:00	Bias in hiring and promotion
11:00–11:30	**Coffee break**
11:30–11:45	Bias in hiring and promotion (continued)
11:45–12:53	Reducing bias
12:53–14:00	Scenario discussions

Day 3: Inclusive Team Practices

09:00–10:08	Inclusive meetings
10:08–11:00	Giving everyone a voice
11:00–11:30	**Coffee break**



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11:30–11:45	Giving everyone a voice (continued)
11:45–12:53	Flexible working
12:53–14:00	Practice session

Day 4: Supporting Individuals

09:00–10:08	Different needs and backgrounds
10:08–11:00	Respectful conversations
11:00–11:30	**Coffee break**
11:30–11:45	Respectful conversations (continued)
11:45–12:53	Responding to exclusion
12:53–14:00	Role plays

Day 5: Measuring and Sustaining

09:00–10:08	Inclusion metrics
10:08–11:00	Team norms
11:00–11:30	**Coffee break**
11:30–11:45	Team norms (continued)
11:45–12:53	Leader commitments
12:53–14:00	Action plan

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.



Course content

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (EUR)
Istanbul Confirmed dates	23 Nov 2026	27 Nov 2026	**€2,650.-**
Online Confirmed dates	23 Nov 2026	27 Nov 2026	**€1,250.-**
Rome Confirmed dates	14 Dec 2026	18 Dec 2026	**€2,450.-**
Online Confirmed dates	14 Dec 2026	18 Dec 2026	**€1,250.-**
Vienna Confirmed dates	18 Jan 2027	22 Jan 2027	**€2,940.-**
Online Confirmed dates	18 Jan 2027	22 Jan 2027	**€1,250.-**
Cape Town Confirmed dates	1 Feb 2027	5 Feb 2027	**€1,890.-**
Online Confirmed dates	1 Feb 2027	5 Feb 2027	**€1,250.-**
Rome Confirmed dates	22 Feb 2027	26 Feb 2027	**€2,450.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	22 Feb 2027	26 Feb 2027	**€1,250.–**
Paris Confirmed dates	15 Mar 2027	19 Mar 2027	**€2,860.–**
Online Confirmed dates	15 Mar 2027	19 Mar 2027	**€1,250.–**
Dubai Confirmed dates	5 Apr 2027	9 Apr 2027	**€3,150.–**
Online Confirmed dates	5 Apr 2027	9 Apr 2027	**€1,250.–**
Vienna Confirmed dates	26 Apr 2027	30 Apr 2027	**€2,940.–**
Online Confirmed dates	26 Apr 2027	30 Apr 2027	**€1,250.–**
Frankfurt Confirmed dates	10 May 2027	14 May 2027	**€2,650.–**
Online Confirmed dates	10 May 2027	14 May 2027	**€1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Dubai Confirmed dates	31 May 2027	4 Jun 2027	**€3,150.-**
Online Confirmed dates	31 May 2027	4 Jun 2027	**€1,250.-**
London Confirmed dates	21 Jun 2027	25 Jun 2027	**€2,450.-**
Online Confirmed dates	21 Jun 2027	25 Jun 2027	**€1,250.-**
Barcelona Confirmed dates	12 Jul 2027	16 Jul 2027	**€2,840.-**
Online Confirmed dates	12 Jul 2027	16 Jul 2027	**€1,250.-**
London Confirmed dates	2 Aug 2027	6 Aug 2027	**€2,450.-**
Online Confirmed dates	2 Aug 2027	6 Aug 2027	**€1,250.-**
Rome Confirmed dates	16 Aug 2027	20 Aug 2027	**€2,450.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	16 Aug 2027	20 Aug 2027	**€1,250.-**
Amsterdam Confirmed dates	6 Sept 2027	10 Sept 2027	**€2,540.-**
Online Confirmed dates	6 Sept 2027	10 Sept 2027	**€1,250.-**
Dubai Confirmed dates	27 Sept 2027	1 Oct 2027	**€3,150.-**
Online Confirmed dates	27 Sept 2027	1 Oct 2027	**€1,250.-**
Cape Town Confirmed dates	18 Oct 2027	22 Oct 2027	**€1,890.-**
Online Confirmed dates	18 Oct 2027	22 Oct 2027	**€1,250.-**
Barcelona Confirmed dates	8 Nov 2027	12 Nov 2027	**€2,840.-**
Online Confirmed dates	8 Nov 2027	12 Nov 2027	**€1,250.-**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Cape Town Confirmed dates	22 Nov 2027	26 Nov 2027	**€1,890.-**
Online Confirmed dates	22 Nov 2027	26 Nov 2027	**€1,250.-**
Kuala Lumpur Confirmed dates	13 Dec 2027	17 Dec 2027	**€1,450.-**
Online Confirmed dates	13 Dec 2027	17 Dec 2027	**€1,250.-**

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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View the latest course details online