

GLOBAL VILLAGE LEADERSHIP

Resourcing Australia to thrive in the Asian Century

PERFORMANCE

Getting the best from the brains around us.

WELLNESS

Promote wellness in the people we serve.

INNOVATION

Harness divergent perspectives for new and better ideas.

INCLUSION

Widen our scope of influence amidst diversity.

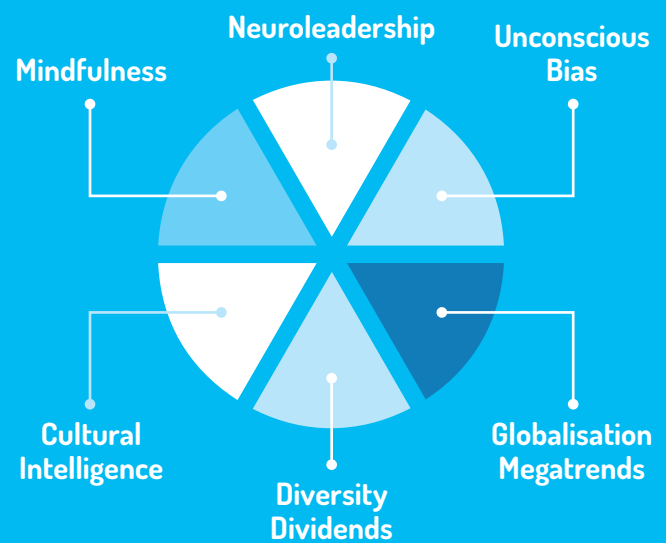
YOUR LEARNING JOURNEY

LEARNING MODES



Growth mindset | Strengths based | Solutions focused

LEARNING CONTENT



QUALITATIVE

We measured three program aims by asking participants: *“As the program progressed did you notice increased...”*

20% 40% 60% 80%



QUANTITATIVE

How did these scores translate into actual workplace behaviours? *We asked what participants are doing that's new and different, to improve performance in their global village.*

To find out how they used the learnings to design their own personal, workplace experiments – see page two.

“The best part for me was the empowering focus on conscious inclusion. My team had clear, self-selected actions to take and to learn from. The senior leader nudges will inform policy direction.”

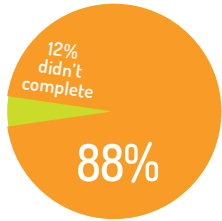


Contact us on 1300 898 321 or visit www.mindfulnessfortheGlobalVillage.com

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CONSCIOUS INCLUSION...



Survey Completion



Facilitator's Commitment



Program Content



Program Logistics

89.3% eQ applications



- Deeper understanding of why I have the emotions I do in certain situations and how to manage these.
- Boosting my own and my team's emotional literacy, resulting in better communication.
- Learning how to flex my style to meet the needs of others and achieve outcomes.

91.2% cQ applications



- Deliberately engaging culturally diverse collaborators.
- Consciously in-grouping others to benefit from diverse thinking.
- Using cQ toolkit to skillfully navigate cultural orientations to hierarchy, relationship and communication.

93% Leadership application



- Using neuroscience to move others into a toward state.
- Broadening my leadership repertoire to be effective across cultures.
- Achieving innovation in multicultural teams by ensuring all voices get heard.

100% Wellness application



- No more multi-tasking!
- It is essential to invest in my mental fitness.
- Positive approaches to negative situations.

BRAIN NUDGES

< KEY NUDGES >

SYSTEM NUDGES

- **Invite new trusted advisors** to expand the diversity of my in-group and nudge my brain for inclusion.
- **Practice "amplification" of the quiet voices** by calling out great ideas and acknowledging contributors.
- **Proactively develop potential** in a broad range of people.
- **Seek awareness of own biases** and how they impact others, via the IAT (Implicit Associations Test) and direct feedback.
- **Expand my Leadership Shadow** by mentoring and promoting people who are not a cardboard cut-out of me.

- **'Decoded' recruitment** – removing names, gender, age, cultural backgrounds from CV's.
- **Measure it and manage it** – promotions, project allocations, conferences, boards, who gets mentored, diverse team compositions.
- **Remove job criteria that may exclude** capable people with different circumstances (e.g. P-plates for apprenticeships).
- **Insert a line on Performance Reviews** to discuss efforts, actions and successes on inviting diversity and creating inclusion.

