

Workshop plan

Inclusive Leadership



EXPERTS IN PROFESSIONAL DEVELOPMENT

MP-PLUS GROUP HAS BEEN DELIVERING PERSONALIZED TRAINING TO COMPANIES FOR MORE THAN 30 YEARS. WE TRAIN MORE THAN 3,500 PROFESSIONALS EVERY YEAR.

OUR TRAINING PROGRAMS ARE POPULAR BECAUSE THEY ARE STRUCTURED AND PERSONALIZED TO MEET YOUR SPECIFIC NEEDS.



ABOUT MP-PLUS

MP-Plus Group is a leader in the field of professional development. We deliver world-class training in leadership, commitment, achievement, and fun at work - thereby bolstering Québec's international reputation in this regard. Our mission is to enable your professional development by optimizing your personal potential.

What sets us apart is the positive impact that our training programs have on the bottom line. To what do we owe our success? To our steadfast commitment, up-to-the-minute expertise, and reliable processes.

For the past 30 years plus, MP-Plus Group has trained and mobilized personnel at many major companies, resulting in direct positive impacts on more than 250,000 people.

As an external consultant, MP-Plus Group has provided the guidance that Mouvement Desjardins needed to transform itself into a client-centric organization and helped many of Québec's top 100 companies to achieve strong growth.

MP-Plus Group has built its reputation on outstanding training performance and optimal practices. Our team includes first-rate trainers such as sports psychologist and TV commentator Sylvain Guimond and non-verbal business communication specialist Christian Martineau. At one time, former Québec Vice-Premier Monique Jérôme-Forget also contributed her expertise to our professional training offer.

With every MP-Plus training program, your organization takes a giant step toward achieving the best version of itself.



François Trachy, Director of Development



WORKSHOP - Inclusive Leadership

Duration : 4 hours

Context:

The concept of the workplace has dramatically shifted over the last 20 years. Where once offices were defined by homogeneous teams of professionals working closely to serve their clients, today's reality includes telecommuting, where professionals, though often physically distant, are equally engaged in their organizational roles.

This evolution reflects a broader distinction between 'company' and 'workplace,' embracing professionals from diverse backgrounds including various gender identities and cultural heritages. Such diversity is now seen as a reflection of modern Canadian society, with each member contributing uniquely to the collective success of their organization.

Our workshop on inclusive leadership is tailored to address these changes. It provides practical tools and insights to foster an environment where diversity, equity, and inclusion are more than ideals—they are actionable practices that enhance team cohesion and productivity.

Through interactive discussions and engaging exercises, participants will learn how inclusive leadership practices can significantly impact their work environment. This session not only increases awareness but equips professionals with the skills to influence their teams positively, ensuring that the spirit of openness is evident not just in policy but in everyday actions, both in-person and online.

Join us to discover how you can transform your leadership approach to meet the challenges of today's multifaceted professional environment.

Led by Paul Berube, whose diverse background exemplifies the principles of inclusive leadership, this session will utilize his unique approach to guide participants through navigating a diverse workplace. Participants will learn how to critically assess their interpretations, effectively communicate, lead, mentor, and collaborate with various groups, tailoring their approach to meet unique needs and characteristics.

WORKSHOP - Inclusive Leadership

Objectives:

This workshop will help you to:

- ✓ Understand what inclusive leadership is
- ✓ Understand why it is important for every professional and entrepreneur
- ✓ Recognize the benefits of a diverse professional team
- ✓ Maximize the potential of your work team
- ✓ Achieve better performance from your entire team
- ✓ Improve your ability to communicate well with those around you
- ✓ Learn how to become an inclusive leader
- ✓ Know how to handle specific situations with tact
- ✓ Encourage behaviors that promote inclusion

In this training, you will also discover:

- ✓ The importance of inclusive leadership in creating productive and harmonious work environments
- ✓ How great inclusive leaders think and act
- ✓ The way the best leaders manage conflictual situations
- ✓ How to effectively navigate and address discrimination and harassment
- ✓ Many exercises that will help you to get to know yourself better and reach your full potential

Methodology:

- ✓ Interactive presentations on key concepts.
- ✓ Group work on priority management.
- ✓ Discussion of real-life examples.
- ✓ Individual improvement plan.

WORKSHOP - Inclusive Leadership

Program Contents:

Understanding Inclusive Leadership

- ✓ Definition of Inclusive Leadership (I.L.)
- ✓ Importance of Inclusive Leadership
- ✓ Challenges in becoming an inclusive leader

The Difference Between I.L. and D.E.I.

- ✓ Definition of Diversity, Equity, and Inclusion (D.E.I.)
- ✓ How I.L. differs from D.E.I.

Enhancing Communication for Inclusive Leadership

- ✓ Steps to become an inclusive leader
- ✓ Preventing and addressing discrimination and harassment at the workplace
- ✓ Common symptoms of a non-inclusive environment
- ✓ Importance of language and communication

Challenges of Inclusive Leadership

- ✓ Personal and relational core behaviors
- ✓ Assessment and improvement of inclusive leadership skills

Strategies for Inclusive Leadership

- ✓ Seven-step strategy to foster inclusive leadership
- ✓ Training and development programs
- ✓ Implementation and continuous improvement

Please note that HIS TRAINING IS NOT THEORETICAL. It is grounded in 40 years of lived experience in the community making him the best person to offer training on Inclusive leadership.

At the end of this day, each of you will have the best toolbox on hand to become a great Inclusive Leader.

Paul Berube

Lawyer and educator, inclusive leadership specialist, speaker, professional trainer and corporate manager.

Mr. Bérubé holds a Bachelor of Laws degree from Université Laval (Québec City). He is a member of the Quebec Bar and an Honorary member of the Port-au-Prince Bar (Haiti). He has received awards in 2019 from two universities in India (Lucknow and Prayagraj) for his contribution to the protection of rights of people with disabilities in that country. As a wheelchair user himself for many years, he has served as a consultant for the United Nations Human Rights Commission and is a current member of the International Senior Lawyers Project (New York, NY).



Serving as President of the Board of Directors of Independent Living Canada from 1999 to 2010, Mr Bérubé is an international speaker on the protection of the rights of people with disabilities, accessibility standards, and inclusive leadership. He has delivered numerous speeches in Japan, South Korea, France, Haiti, Kenya, South Africa, India, El Salvador, Argentina, Sri Lanka, West Africa, Central Africa, and East Africa and has also been a speaker guest in all the provinces and territories of Canada.

In 2019, he was appointed by the Governor in Council of Canada as first-ever President of the Board of Directors of Accessibility Standards Canada. Currently serving as Vice-president of the Canadian Soccer Association, he continues to provide training and deliver speeches on good governance and inclusive leadership.

His unique experience as a lawyer and international perspective have taught him how to manage difficult situations when living with a difference. Additionally, his experience as a corporate manager working with diverse groups has given him a deep understanding of the other side of the coin. He consistently ensures that the contribution of everyone is recognized.