

# Managing a Diverse Workforce Inclusive Leadership

Duration: **One day intensive**

Time: **9:00 AM – 4:30 PM (with breaks)**

Individual Registration: **\$895 AUD (plus GST)**

## Course Description

In today's dynamic workplace, diversity spans far beyond cultural differences – it includes a wide range of perspectives, abilities, and cognitive styles. Successfully managing a diverse workforce requires a sophisticated approach to communication, one that fosters understanding, inclusivity, and collaboration across all dimensions of diversity, including neurodiversity.

This insightful course, led by Clinical Psychologist Nesh Nikolic, provides leaders and professionals with the tools to communicate effectively within diverse teams. Participants will explore strategies to bridge communication gaps, address unconscious bias, and create environments where everyone, regardless of background or cognitive style, can contribute and thrive.

Through real-world examples and actionable techniques, this course empowers leaders to embrace diversity as a driver of organisational success, innovation, and resilience.

## Key Learning Outcomes

By the end of this course, participants will:

- 1. Develop Inclusive Communication Skills:** Adapt communication styles to meet the needs of diverse and neurodiverse team members, fostering understanding and collaboration.
- 2. Identify and Address Bias:** Gain insights into unconscious bias and strategies to create an equitable workplace.
- 3. Create a Communication Framework for Inclusion:** Build systems that encourage open dialogue, mitigate bias, and enhance team cohesion.

## Why Attend This Course?

- Discover how to leverage diversity to create cohesive, high-performing teams.
- Leave with practical strategies to address bias, promote inclusivity, and improve workplace culture.
- Participate in a focused and interactive learning experience designed for the complexities of today's work environments.

## Topics Covered

- 1. The Broad Spectrum of Diversity**  
Understanding diversity across cultural, cognitive, and experiential dimensions.
- 2. Communicating with Neurodiverse Teams**  
Tailoring communication approaches to different cognitive styles and processing preferences.
- 3. Unconscious Bias in Workplace Communication**  
Identifying and addressing biases that can hinder inclusion and equity.
- 4. Cultural Intelligence and Communication**  
Navigating cultural and linguistic differences with empathy and adaptability.
- 5. Empathy and Active Listening**  
Strengthening workplace relationships by prioritising understanding and mutual respect.
- 6. Conflict Resolution in Diverse and Neurodiverse Teams**  
Leveraging communication strategies to turn challenges into opportunities for growth.
- 7. Building Psychological Safety for All Employees**  
Creating an environment where diverse and neurodiverse team members feel valued and understood.



## About the Presenter

**Nesh Nikolic is the Managing Director and Principal Clinical Psychologist at Strategic Psychology**, with over 17 years of experience and approximately 25,000 hours of consulting practice. He has presented at universities, health institutions, and other professional forums, including TEDx events at the University of Western Sydney and in Canberra.

His engaging, relatable, and insightful approach has made him a sought-after speaker and trainer, known for turning complex psychological principles into practical, actionable strategies. Nesh's experience spans resilience, mindfulness and emotional intelligence, helping professionals reach their full potential.