

Future Proof Your Organization Now



# Inclusive Leadership

Create and Sustain a Culture of Diversity, Equity and Inclusion.

World Class Training Offered By:  
Janice McDonald and Clare Beckton



# Understanding Inclusive Leadership

## Overview



Inclusive leadership is a critical capability to leverage diverse thinking in a workforce with increasingly diverse markets, customers, and talent.



# A Comprehensive Program.

## Topics Covered:

- Understanding Inclusive leadership
- Emotional Intelligence
- Exploring Biases
- Effective Communication for Team Leadership
- Building a Feedback-Rich Culture
- How to Have Difficult Conversations
- Inclusive Language and Culturally Appropriate Conversations
- Build Better Teams with Effective Coaching and Mentoring
- Bring it All Together: Create a Culture of Inclusion with A Leadership Action Plan



# What the Program Includes:

- Fully customized program that addresses critical areas that are specific to your unique organization and industry
- A program grounded in the most up to date research presented by best-in-class experts
- A practical program with actionable plans to future-proof your organization





Clare Beckton BA LLB (Sask.) MPA (Harvard) -Founder: Own Your Own Success, Executive in Residence, Carleton University Centre for Research on Inclusion at work, is a sought-after consultant, speaker, mentor, coach, consultant and facilitator.

She is an advocate for the advancement of women's leadership and for diversity and inclusion and has over 25 years of senior leadership experience. She the author of Own-it Your Success, Your Future Your Life, The Media and the Law in Canada, many articles on the Canadian Charter of Rights and Freedoms, former professor of law, senior Executive in the Canadian government including Roles as Assistant Deputy Attorney General Aboriginal Affairs, head of Status of Women Canada, and founder of the Carleton Centre for Women in Politics and Public Leadership. She is co- author of A Force to Reckon With, Women Entrepreneurs and Risk and Everywhere, Everyday Innovating, Women Entrepreneurs and Innovation and Grow Global- Women Entrepreneurs and trade. Clare, in partnership, offers a highly acclaimed Advancing Women in Leadership program and programs for workplace inclusion.

She is a recipient of a Fulbright scholarship and Littauer fellowship, studying with a focus on leadership at the Harvard Kennedy School of Government in 2004-2005. She has been recognized three times by WXN as one of Canada's 100 most powerful women along with other recognition from CWCT, Women of Influence, WPN, Embassy of Gabon and others for her leadership.

Clare serves and has served on a number of boards including the Harvard women's Leadership Board, vice-chair of the Beechwood National Cemetery board and past governance chair the IWF national board, served on the executive of the IWF Ottawa chapter, is a founding member of women and philanthropy at the Queensway Carleton hospital and is a member of UNICEF's 25th team.

She is a member of the advisory board of the new International Business University. Clare is a member of Global Affairs advisory Committee on gender and trade and a member of the GBA sub-committee. She served on the Queensway Carleton hospital board as vice-chair and chair of the Board. She is a member of the Female Founders and women-owned businesses sub-committee at Invest Ottawa, a lead coach for their SheBoot program and a visionary for the prosperity project. Clare has served as a mentor in both the IWF elite athlete and Fellows' programs, the Women's Executive network and Canadian Women in communications and Technology. She is a former blogger for the Huffington post and a frequent media commentator.

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Janice McDonald M.A. ICD.D M.F.A.

Janice McDonald is a sought-after speaker, advisor and leadership expert. An award-winning serial entrepreneur, she has expertise in the music industry, apparel/accessories and start-ups. She has Leadership training from Harvard and INSEAD and she was appointed to Women's Leadership Board at Harvard Kennedy School. She has many career achievements including driving the financial turnaround and re-branding of Women in Communications and Technology as Board chair 2013 to 2015 where she ran the mentorship program for one year and co-created the Protege Project. She was Chair of International Women's Forum Canada Ottawa Chapter and its global foundation board, Board director with Futurpreneur, Ashbury College, The Boys and Girls Club of Ottawa, The Royal Ottawa Hospital and Ottawa Senators Foundation and an independent director with Vista Radio. She is the co-author of three groundbreaking studies on women entrepreneurs in Canada, released in 2016, 2018, and in 2020 with a focus on export. She was Startup Canada's Ambassador for women entrepreneurs for two years and host of the Thrive podcast for Startup Canada. She was selected as a 2020 mentor for the prestigious Trudeau Foundation and in 2021 as a mentor for Public Policy Forum's Action Canada Fellowship.

WXN recognized Janice as Canada's Top 100 Most Powerful Women in 2013, 2014, 2015 and 2016 and she was inducted into the WXN Hall of Fame. She was awarded the World of Difference 100 Award in Washington from The International Alliance for Women, a National Leadership Award from Canadian Women in Communications and WCT's Chairs Award of Distinction in 2016. Women in Trade-Los Angeles awarded her Global Trade Ambassador for Canada in 2017, and in 2018 she received an Inspiring Fifty women in tech Canada award.

Janice is a sought after professional speaker on leadership, entrepreneurship and women. Some recent examples include: Milken Global Conference 2018, keynote presentations at APEC related meetings in PNG, Vietnam and Australia, Silicon Valley Tech keynote at Microsoft, and so many more.

She has a B.A. in Communications, M.A., ICD.D designation, certification in conflict resolution from CICR and an MFA. She is CEO and founder of The Beacon Agency, a boutique advisory firm that works with innovative companies and offers customized breakthrough insights in entrepreneurship, business strategy and leadership training. She was an Advisor for Cornell Queens EMBA program and works with international executives on New Venture/Management Consulting Projects. She was an advisor for Sprott School of Business Carleton University and is the creator and host of the popular Fearless Women Podcast and author of the bestselling book: Fearless. Girls with Dreams, Women with Vision.