



Inclusive Leader Programme

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FOUR



Our Offering

Leaders are susceptible to biases, which can impact their ability to be inclusive and fair in their interactions and decision-making. To address this challenge, we offer a proven 7-month programme that equips leaders with the mindset and skills required to effectively lead diverse employees.

The programme is customized to meet the specific needs of each organisation and its leaders. It includes seven monthly workshops and seven individual coaching sessions for delegates, with a maximum cohort size of 30 participants to ensure effectiveness. Additionally, the programme incorporates a baseline assessment at the beginning and an impact assessment at the end to evaluate its effectiveness.

Through this comprehensive programme, leaders will develop the necessary mindset, knowledge, and practical skills for successful leadership of diverse teams. They will gain awareness of their biases and habits, learn strategies for fostering inclusivity, and enhance their cultural competence.

Furthermore, we offer standalone workshops where leaders can focus on specific topics and skills related to diversity, equity, and inclusion.

Our goal is to support leaders in enhancing their capabilities, fostering inclusive cultures, and effectively leading diverse teams in today's dynamic work environment. By equipping leaders with the necessary tools and skills, we aim to drive positive change and create inclusive and thriving organisations.



Inclusion is like health and fitness. You first work at having it, and then you work at keeping it. It is a continuous process that requires proactive and deliberate effort.



In 2022, 54TwentyFour, facilitated a 6-month leadership programme for our senior leadership group to equip them with tools on leading a diverse workforce inclusively. The programme aimed to drive sustainable behaviour change in leadership, and change brand perceptions amongst our trainee cohorts.

After the programme, we saw an observable positive impact on senior leader and trainee interactions, as well as considerable shifts in the data which suggested improvement in perceptions of diversity, equity, and inclusion.

PELELA LAMANI | SENIOR HR MANAGER | MAZARS



7-Month Programme

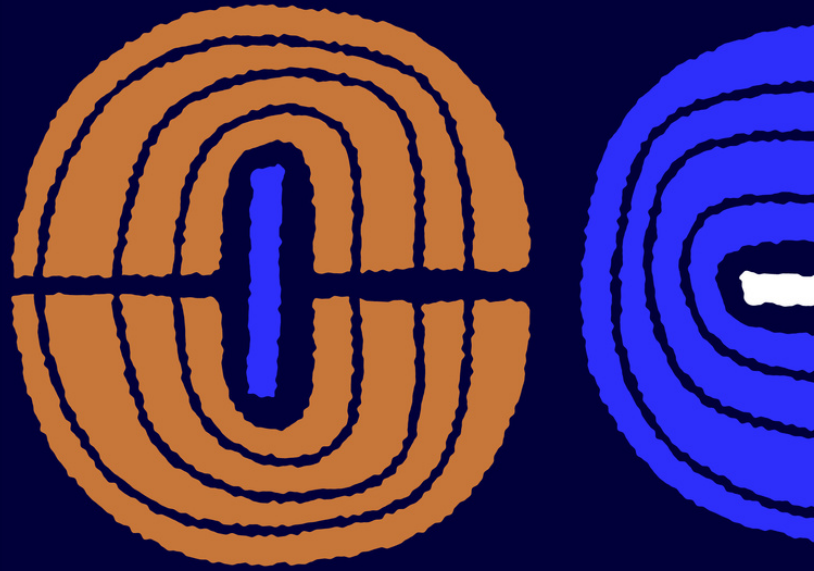
MONTH	FOCUS	LEARNING OUTCOMES	TIME
1	Self-Management	Practical strategies for managing one's emotions when triggered. Delegates set personal learning goals in the programme. They are guided to reflect on how they can leverage their Gallup strengths to achieve their goals.	4-hours
2	Diversity, Equity, and Inclusion Foundation	Understanding diversity, equity, inclusion, exclusion, fairness, power, discrimination, and oppression. The impact of unfairness, exclusion, and discrimination on performance.	Full day
3	Interrupting Unconscious Biases	Understanding different unconscious biases and how they influence decisions and behaviour. Practical strategies for managing one's unconscious biases.	4-hours
4	Inclusive Interpersonal Skills	Conversational Skills: Active listening, empathy, inclusive language, honest and fair speaking, openness to feedback, and navigating uncomfortable conversations. Building trust and psychological safety and being trauma informed.	Full day
5	Immersion	Visit to Constitution Hill	Full day
6	Setting People Up to Succeed	Managing the employee journey of diverse employees equitably to set people up to succeed.	4-hours
7	Reflecting on the journey	Leaders will reflect on their learning journey and plan what they want to do next to continue. Learn the Thinking Environment Council process.	Full day

About Us

54TwentyFour is a diversity, equity and inclusion consultancy, specialising in inclusive employee experience design and leadership development.

The employee experience is the journey that an employee has in an organisation. It starts with the initial impression a potential employee forms about the organisation and extends to the recruitment and onboarding experience.

It includes the day-to-day work environment, relationships with colleagues and leaders, work-life balance, career development opportunities, as well as how personal and professional transitions are handled, and ultimately the employee's departure from the organisation.



It directly impacts employee engagement, productivity, retention, and advocacy, driving organisational performance.

Our mission is to support organisations in creating inclusive environments that unlock the full potential of their diverse workforce.

Some of our previous and current clients:



Our Story



“5424 (54TwentyFour) is the street number of my childhood home in Orlando East, Soweto. Growing up in a low-income community, I witnessed first-hand the challenges of unemployability, teenage pregnancy, alcoholism, and other social issues that persist in South Africa. Today, I find myself in a better place, partly due to the transformative social changes that unfolded during the 90s.

Growing up in the 90s, I witnessed a remarkable period in South Africa marked by our first democratic election, which saw Nelson Mandela become the nation's first black president, and the acceptance of our constitution. These milestones instilled in me a profound sense of hope for equity and inclusion.

I founded 54TwentyFour when I realized that, despite changes in laws and an increased intolerance for discrimination, there remained an ongoing need to create inclusive workplaces that embrace diversity and enable social progress.”

JULIA MAKHUBELA





Thank you.

LEVEL 1 B-BBEE CONTRIBUTOR

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