



# INCLUSIVE LEADERSHIP PROGRAMME

(LEVEL 8 MICRO CREDENTIAL – 10 CREDITS)

## WHAT IS ACE AT UCC?

ACE (Adult Continuing Education) at University College Cork (UCC) has been offering part-time education programmes globally since 1946 and is proud to celebrate over 75 years of educational services to the community. With approximately 3,000 students every year, we offer a distinctive educational experience for part-time adult learners through promoting both lifelong and life-wide learning.



## WHO ARE PDI?

PDI (People Dimensions International) are a Boutique Leadership Services Company. Using a Partnership Model, they collaborate with clients, associates, strategic alliances, universities, skillnets and government agencies. Their philosophy combines specialists alongside the internal expertise in client companies to ensure that the insight and cutting-edge creativity they bring is relevant to their client and leadership projects.

Since 2010, PDI have proudly partnered with Adult Continuing Education (ACE) at University College Cork (UCC) and Skillnet to deliver Level 7 and Level 8 programmes in Leadership and Management. PDI also deliver a range of other inhouse leadership initiatives for organisations across a breath of business sectors, levels and regions.





The Inclusive Leadership Programme is a partnership with:

- **BioPharmaChem Skillnet**

At PDI, we believe that 'together is better' and we have built our dynamic capability to partner with organisations and build centres of expertise. For over 20 years, we have evolved with our associate consultants, virtual specialists, and strategic partners to maximise engagements with our client base. BioPharmaChem Skillnet believes that great synergies are derived from clusters of businesses with similar challenges (and opportunities) working together and this belief is aligned with our own partnership approach, described above. Aligned in our values and a belief in a culture of collaboration, PDI and BioPharmaChem Skillnet have come together to develop this programme.

BioPharmaChem Skillnet provides subsidised Learning & Development solutions for the biopharmaceutical and chemical sector through government support and funding. They work with industry to understand their talent development challenges and provide enterprise-led, bespoke training solutions. Their collaborative ecosystem of industry, educational institutions and training providers work together to address industry challenges and foster innovation throughout the Republic of Ireland.



## OVERVIEW AND OBJECTIVES

This 3 Day modular programme creates a safe, inclusive, and empowering environment to address unique challenges, foster personal growth, and develop skills for thriving in diverse areas of personal and professional perspectives in the workplace and empower participants in establishing their personal leadership profile.

It will develop participants understanding of their own profile as a leader in their organisation. Through the lens of purposeful, authentic, and empathetic leadership, they will be guided in an exploration of their own work-related behaviours as well as their purpose and role as a leader. They will develop an understanding of how individual differences such as values, attitudes, mindset, biases, patterns of behaviour and emotions, impacts their role as a leader.

Participants will also be supported in assessing their own personal effectiveness as a leader against their organisation's competencies. They will be encouraged to explore self-leadership strategies, focus on developmental areas and strategies for personal growth aligned to self-awareness, personal effectiveness, personal motivations, and supported with a plan for action.

Drawing on theories of human behaviour at work, including strengths-based approaches from positive psychology, participants will then explore the impact their approach to leadership has on other stakeholders within their organisation.

## PROGRAMME OBJECTIVES

- Empower diversity, inclusion and equality for individuals to embrace their authentic selves.
- Equip participants with tools to overcome challenges, build resilience, and achieve personal and professional goals.
- Foster a sense of belonging and while promoting self-leadership.

## PROGRAMME MODULES

As part of the taught element of the programme, each participant will take part in three days of virtual workshops, spread over 6 half days:

1. **Foundations of Inclusive Leadership - Half Days on 16<sup>th</sup> October and 6<sup>th</sup> November 2026**
2. **Inclusive Leadership in Practice - Half Days on 20<sup>th</sup> November and 11<sup>th</sup> December 2026**
3. **Driving Inclusion and Change - Half Days on 8<sup>th</sup> January and 29<sup>th</sup> January 2026**

On successful completion of the workshops, students should be able to:

1. Describe their personal leadership profile, clearly articulating their own values and approach.
2. Critically evaluate their own performance as a leader and the impact their approach to leadership has on other stakeholders within their organisation.
3. Reflect on their personal leadership profile and identify areas for improvement and development through PDP.
4. Critically analyse how individual differences can impact on leadership development.
5. Apply methods of reflective practice to demonstrate self-awareness and enhance reflexivity aligned to the six signature traits of Inclusive Leadership.
6. Participants will also receive three one to one Coaching Sessions with a PDI Coach



## COACHING PATHWAY

As part of the Coaching Pathway element of the programme, each participant will receive three one to one coaching sessions, focused on an agreed plan, with an emphasis on individual need and preferences. The three sessions focus on a development pathway as follows:

- Session 1.** Feedback and discussion of the ECR360 report;
- Session 2.** Uncovering areas of impact and exploring strategies through the lens of the 7 Point Action Plan; and
- Session 3.** Integrating the Action Plan into the workplace and embedding positive awareness and actions.

The Coaching Plan focuses on personal, interpersonal, and organisational perspectives relevant to the individual and success factors in any of these areas over the duration of the programme:

- **Personal Perspective:** with a focus on Authenticity and Presence and the Self-Knowing (Self-Awareness), Self Confidence, Self-Reliance and Self-Control competencies.
- **Interpersonal Perspective:** with a focus on influence and engagement and the Straightforwardness (Assertiveness), Relationship Skills and Empathy competencies
- **Organisational Perspective:** with a focus on being Opportunistic, Flexible and Resilience and the Adaptability, Optimism and Self-Actualisation competencies.

## HOW TO APPLY

Contact Susan Costello at BioPharmaChem Skillnet:

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LIMITED SPOTS AVAILABLE – APPLY NOW!

