



INCLUSIVE LEADERSHIP presented by

DESCRIPTION

Inclusive leadership drives better performance—on and off the field. According to McKinsey, organizations with greater ethnic and cultural diversity are 36% more likely to outperform on profitability. In sports settings, Deloitte found that inclusive cultures lead to 2.4x higher employee engagement, 1.7x more innovation, and a 30% boost in team performance. In high-stakes, high-visibility environments, inclusive leadership isn't a luxury—it's a competitive edge. From locker rooms to boardrooms, leaders who can navigate differences build stronger teams and more resilient organizations.

The PRO flagship program, Inclusive Leadership presented by Sodexo Live! is a collaborative learning experience that empowers participants to foster a culture that embraces belonging, fairness, and respect. Led by a facilitator with deep industry experience, this cohort creates space for honest dialogue, practical tools, and meaningful growth.

WHO SHOULD APPLY?:

- Pro Sports Assembly Members
- Current and aspiring leaders and members of an organization who have been charged with or are interested in transforming their office into a more diverse and inclusive space.

**Individuals who complete the Inclusive Leadership cohort are given priority consideration in all other PRO Learning & Leadership Development programs.*

DATES

February 24 - May 26, 2026

FORMAT

Six (6) 60-minute virtual webinar sessions + one (1) capstone project.

SCHEDULE *(all sessions are scheduled at 2:00 PM CT)*

- | | |
|------------------------|---------------------|
| ● Tuesday, February 24 | ● Tuesday, April 7 |
| ● Tuesday, March 10 | ● Tuesday, April 21 |
| ● Tuesday, March 24 | ● Tuesday, May 5 |



Certificate of Completion will be provided to participants who attend at least five sessions, complete reflection prompts, and the capstone project

Session 1 - Shared Language & Shared Space

This session kicks off the cohort by co-creating a collaborative learning environment grounded in trust and curiosity. Participants will explore foundational concepts related to equity, inclusion, identity, and power, building a shared vocabulary that sets the tone for honest and nuanced conversations throughout the program.

Session 2 - Spot the Patterns

Bias is an inherent part of how we navigate the world—but unchecked, it shapes systems and outcomes. In this session, participants will reflect on their lenses, explore how bias operates within organizations, and examine its connection to privilege, perception, and power. Together, we'll unpack real-world examples and begin to identify where leadership can disrupt patterns of harm.

Session 3 - What We Don't Say

Inclusive leadership requires recognizing exclusion when it's subtle—and knowing how to respond with intention. This session explores microaggressions, coded behaviors, and everyday dynamics that create distance between individuals. Through collective reflection and case-based practice, participants will be better equipped to address harm and promote equity in team culture.

Session 4 - Keep the Conversation Going

Brave conversations are a skillset—not a personality trait. This session provides frameworks for navigating differences, giving and receiving feedback, and sustaining dialogue when topics feel personal or polarizing. Participants will reflect on communication patterns and practice skills that strengthen psychological safety and team trust.

Session 5 - Think Bigger

Leadership isn't just about personal growth—it's about shifting what people experience around you. This session examines how inclusive practices can be scaled from one-on-one management to team-wide accountability. Participants will assess systems in their workplaces and leave with strategies for creating meaningful, long-term change.

Session 6 - Tools for Action

Great intentions need structure. In this final session, participants will explore how to apply an equity lens to real-world policies, programs, and decision-making processes. They'll learn a practical framework for identifying gaps and developing fairer processes—setting the stage for their capstone work and future leadership initiatives.

Capstone Project: Inclusive Leadership Audit

The Inclusive Leadership Audit is your capstone experience — a chance to connect what you've learned in this cohort to how you actually lead at work. Through reflection, conversation, and action planning, you'll explore what inclusion looks like in your everyday decisions and relationships. Remember: Inclusive leadership is a practice — one choice, one conversation, one action at a time.

ABOUT THE FACILITATOR:

WRK, founded by Corinne Milien, is a leadership development firm helping organizations build stronger, more inclusive teams across sports, business, and community spaces. WRK specializes in designing learning experiences that translate big ideas—such as equity, accountability, and connection—into real, daily leadership practices.

Corinne Milien brings a powerful mix of lived experience and industry credibility to this work. A U.S. Air Force veteran, former ESPN events leader, and founding Managing Director of Pro Sports Assembly, she has spent her career operating at the intersection of high-performance culture and inclusive leadership. She has partnered with brands like Meta, PGA of America, Eastside Golf, adidas, and RISE, and co-founded The Winning Edge Leadership Academy to elevate the next generation of sports and entertainment leaders.

Corinne's facilitation approach is warm, strategic, and rooted in the reality of what it takes to lead across differences—especially in high-visibility, high-pressure environments like sports. Through WRK, she helps professionals at all levels grow in confidence, clarity, and connection as they step into inclusive leadership.

ACCOMMODATIONS STATEMENT

If you have a disability that requires reasonable accommodation to fully participate in a PRO event, email membership@prosportsassembly.org at least three (3) business days in advance for arrangements to be made. Your response helps us make all PRO events more inclusive.