

**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.

In its 10th iteration, Inclusive Leadership, the flagship PRO cohort, 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 looking for an experience to begin their Learning & Leadership Development journey
- 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**

September 15 - December 15, 2026

**FORMAT**

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

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

- Tuesday, September 15
- Tuesday, September 29
- Tuesday, October 13
- Tuesday, October 27
- Tuesday, November 3
- Tuesday, November 24



***Certificate of Completion will be issued to participants that meet attendance requirements, submit required assignments, and complete 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 - Trading Places**

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 - Are You Really Listening?**

Participants will explore how intentional listening and empathy strengthen inclusive leadership and team culture. This session helps professionals recognize subtle moments of exclusion, understand their impact, and practice empathetic responses that foster trust, respect, and equity across their organizations.

**Session 4 - Brave Conversations**

Conversations about inclusion can be challenging and uncomfortable, yet it is perhaps one of the most crucial ways to progress inclusive and equitable initiatives. This session will cover the importance of conversation to the sustainability of inclusion in the workplace, how to have dialogue across differences and the key elements of conversations that can help foster positive relationships.

**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 impact

**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. Your final piece brings together what you discovered about yourself, what you heard from others, and how you plan to grow as an inclusive leader.

**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.

**RULES OF ENGAGEMENT**

*PRO expects and encourages participants to challenge one another's ideas respectfully in conjunction with our commitment to engaging a multitude of perspectives. However, expressing hate or intolerance toward others based on their particular ideas or identities will not be tolerated. Participants are also expected to share constructive feedback throughout the process to improve the experience and outcomes for future meetings and cohorts.*

**ACCOMMODATIONS STATEMENT**

*If you have a disability that requires reasonable accommodation to fully participate in a PRO event, email [membership@prosportsassembly.org](mailto: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.*