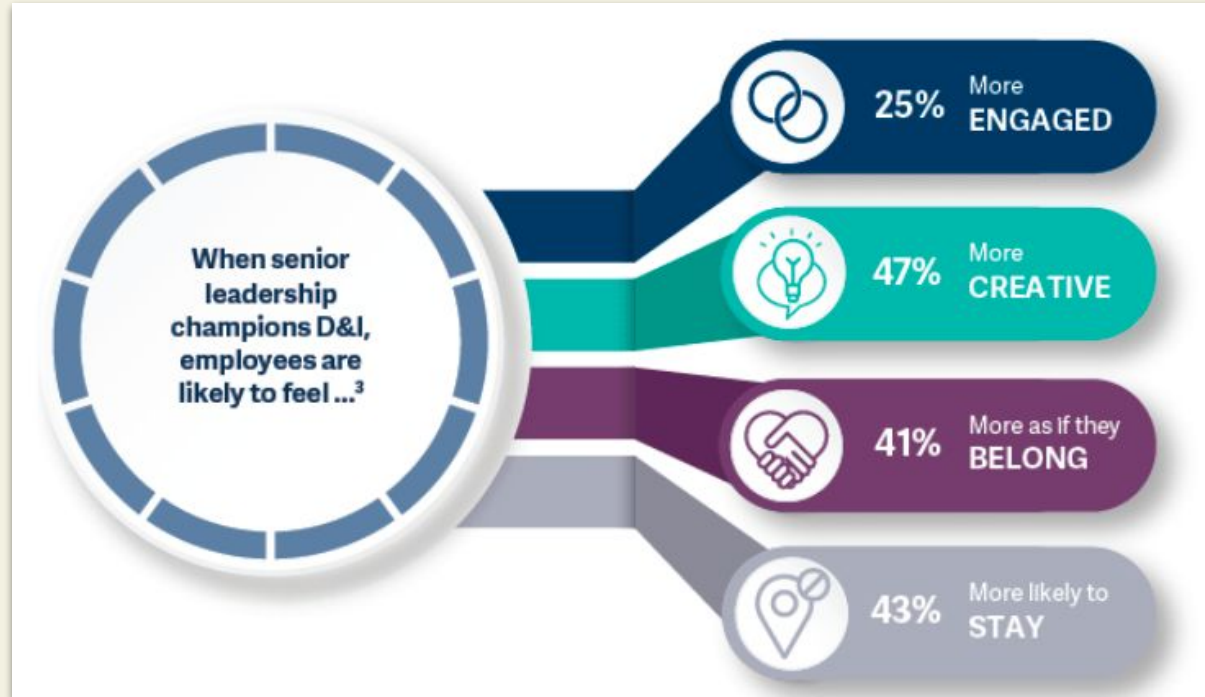


Basics of Inclusive Leadership

The impact of inclusive leadership can be significant in organizations.

Leaders have large influence on how employees feel



Source: <https://corpgov.law.harvard.edu/> 2019

Inclusive leadership – “leadership that assures that all team members feel they are treated respectfully and fairly, are valued and sense that they belong, and are confident and inspired”.

“What leaders say and do makes up to a 70% difference as to whether an individual reports feeling included. And this really matters because the more people feel included, the more they speak up, go the extra mile, and collaborate – all of which ultimately lifts organizational performance.”



**Harvard
Business
Review**

What is and what is not psychological safety

This is Psychological Safety

Freedom to share thoughts.

Expressing concerns.

Allocating tasks and coaching when needed.

A space where people feel a sense of ease and support.

Taking measured risks after considering possible scenarios.

Everything is considered.

This is NOT Psychological Safety

Saying anything you want.

Letting your emotions go as you please.

Leadership taking a Laissez-faire approach.

A space free of any inner discomfort.

Taking risks and hoping for the best.

Everything is tolerated.

“Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.” Amy Edmondson - Harvard Business School Professor

Psychological safety is core to building high performing teams

In psychologically safe teams individuals feel:

1. A strong sense of belonging
2. A safety to continue learning
3. That they can participate and contribute
4. That they are able to positively challenge ways of thinking and doing without fear of negative consequences

“The presence of fear in an organization is the first sign of weak leadership”

What does it take to be a great leader in 2020s?

Consider these:

- Self-awareness of own limitations including own **biases, prejudices & privileges.**
- Being able to talk about **gender, ethnicity, race and other aspects of DEI.**
- Being able to show vulnerability, **humility**, and **empathy.**
- Prioritize **psychological safety** in teams.
- **Understanding the differences** to lead different individuals.
- Ability to lead people with different demographics, coming from **different cultures and regions.**
- Understanding how to lead people from **different generations.**

**Inclusive leadership is a
competence that is
constantly cultivated.**

Inclusive Leadership Maturity Model

Where are you in your journey?

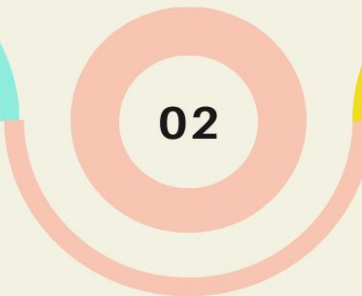
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Stage 2: LISTENER

Recognizes that there is a lot to learn on D&I and is curious to learn. Focuses on listening rather than talking about D&I.



02



03



04



05



Stage 4: ALLY

Constantly learning about different aspects of D&I, taking time to educate others, call-out harmful behaviours and actions.

Stage 1: BEGINNER

Focuses on following compliance and regulatory laws. Is not much aware of importance of D&I, own knowledge gaps or actions required to advance D&I.

Stage 3: PROACTIVE LEARNER

Uses active effort to learn and increase knowledge about different aspects of D&I and what to do to advance them. Recognizes that advancing D&I requires proactive efforts and is a must-do role of a leader.

Stage 5: ADVOCATE

Taking action publicly and actively using their own position and power to drive change and be a good ally to different minorities.

Steps to become a more inclusive leader

1

Acknowledge unconscious bias and privileges & be intentional about DEI

2

Stay open, curious and show genuine interest

3

Be strategic about internal and external communication

4

Challenge stereotypes, avoid assumptions

5

Take action if you see someone behaving inappropriately

Want to learn more?

Visit our [DEI Resource Bank](#) to learn more about this and other DEI topics.