

Inclusive Leadership

Presented by:

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»»» Agenda

- 01 What is JEDI?
- 02 What is Inclusion?
- 03 What is an Inclusive Leader?
- 04 Inclusive Leadership Exercise and Discussion
- 05 The Six Traits of Inclusive Leadership
- 06 The Foundation of Inclusive Leadership
- 07 How to be an Empathic Leader
- 08 Inclusive Leadership Scenarios

Ground Rules

- » Safe space
- » Keep an open mind
- » Start and focus on self
- » Use your active listening skills
- » All perspectives and experiences are valid



Six Traits of Inclusive Leadership

01

Commitment

Leaders are committed to the inclusion agenda.

02

Courage

Leaders speak up and challenge the status quo.

03

Cognizance of bias

Leaders are mindful of personal and organizational blind spots.

04

Curiosity

Leaders actively seek to learn about other cultures.

05

Cultural intelligence

Leaders recognize that not everyone sees the world through the same cultural frame.

06

Collaboration

Leaders assemble diverse-thinking teams and create a safe environment for open communication.

Inclusive Leadership

Be open to new ideas

Actively solicit new ideas. Encourage creative thinking and experimentation, and be willing to explore and implement novel approaches or solutions suggested by your team.

Open Environment

A space where team members feel comfortable sharing ideas and feedback openly.

Empower your team

Delegate responsibilities and trust your team members to make decisions.

Practise active listening

Listen attentively to your team members without interrupting, and show empathy towards their perspectives.

Lead by example

Demonstrate inclusive behaviours in your actions and interactions, being mindful of your language, attitudes, and biases.

Encourage participation

Value and encourage the participation of all team members in decision-making processes and discussions.

Seek feedback

Possibly the most important action – regularly solicit feedback from your team members on how you can improve as an inclusive leader, and be open to making adjustments.

Be approachable

Make yourself accessible and approachable for your team members to discuss both work-related and personal matters.

The Inclusive Leader

Traits

Authenticity

- Trust
- Humanity

Self-Assurance

- Confidence
- Optimism

Emotional Resilience

- Composure Situational
- Self-Awareness

Inquisitiveness

- Openness to Differences
- Curiosity

Flexibility

- Tolerance of Ambiguity
- Adaptability

Builds Interpersonal Trust

- Values Differences
- Instills Trust

Integrates Diverse Perspectives

- Balances Stakeholders
- Manages Conflict

Optimizes Talent

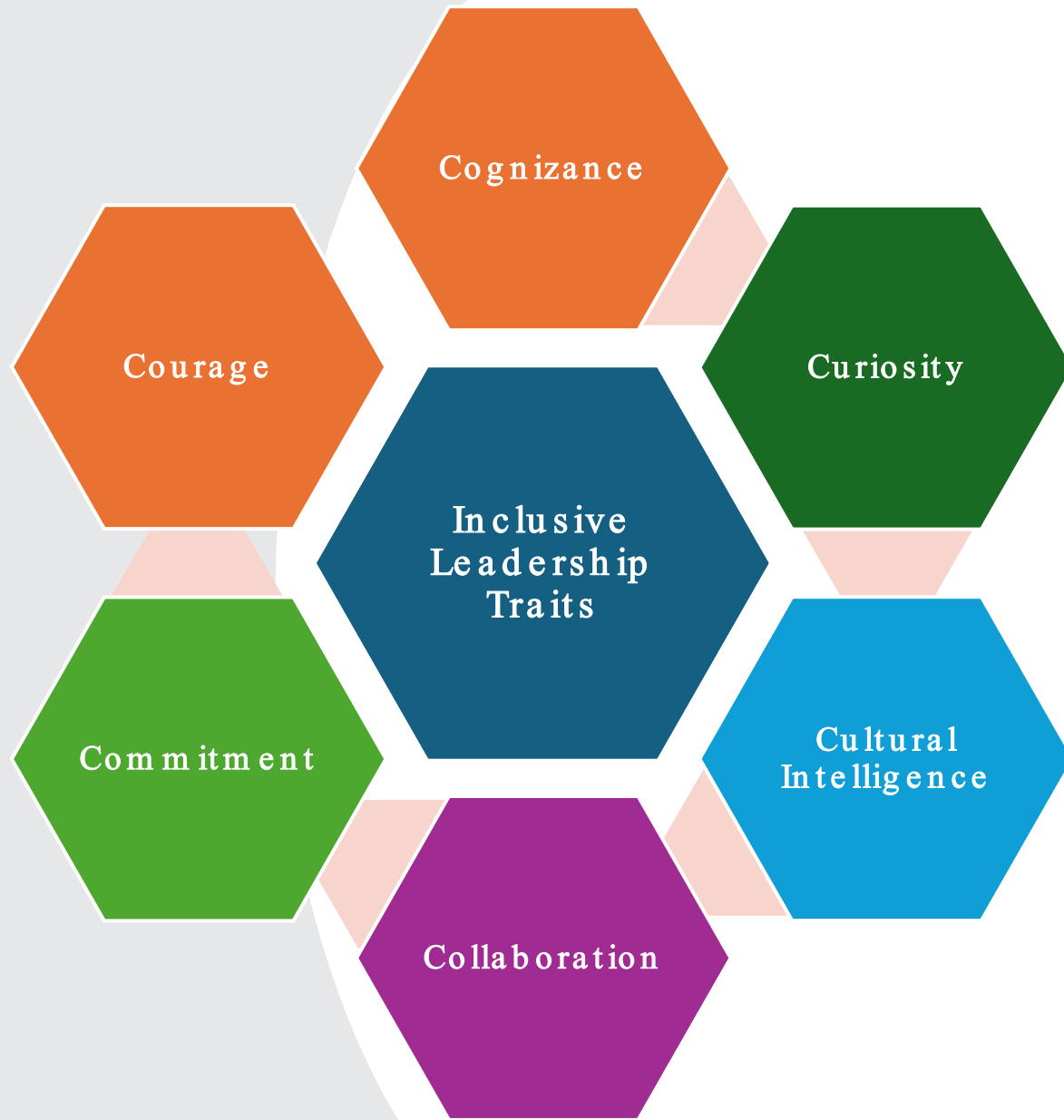
- Drives Engagement
- Develops Talent
- Collaborates

Achieves Transformation

- Courage
- Persuades
- Drives Results

Applies an Adaptive Mindset

- Situational Adaptability
- Global Perspective
- Cultivates Innovation





Inclusive leaders are **leaders who ensure that all team members feel respected, valued, and inspired.**

Inclusive leaders are good for organizations because **they enhance creativity, boost performance, create a positive and welcoming culture, attract and retain talent, and reduce staff turnover.**

To become an inclusive leader, one needs to **develop awareness, empathy, curiosity, and courage.** Inclusive leaders also need to **communicate effectively, foster collaboration, and empower others.**

»»» How to Be More Empathetic

- »»» Pay Attention to Nonverbal Cues When talking to someone, take note of their body language and any nonverbal cues they may be giving off.
- »»» Understand Where They Are Coming From Before truly empathizing with someone, you need to understand where they are coming from .
- »»» Practice Active Listening
- »»» Express Understanding
- »»» Avoid Making Assumptions
- »»» Be Aware of Your Own Biases
- »»» Practice Your Empathy Skills Regularly

»»» Empathetic Skills

- »»» Deep listening
- »»» Recognizing cues
- »»» Perspective-taking
- »»» Reflection
- »»» Self-assessment
- »»» Dialogue & conversation
- »»» Risk-taking, extension & grappling
- »»» Collaboration

»»» Why Inclusive Leadership Is Essential for Every Organization

Apart from the obvious cultural benefits of inclusive leadership, it also has a tangible impact on the bottom line.

Research by Deloitte Opens a new window found that teams with inclusive leaders are 17% more likely to say they are “high performing,” 20% more likely to make better decisions, and 29% more likely to collaborate. And in 2019, Catalyst.org surveyed Opens a new window 2,164 employees in eight countries to understand the correlation between workplace experiences and leadership style. The study found that 45% of experiences of an inclusive workplace could be explained by “managerial inclusive leadership.” These statistics indicate two things: first, an inclusive leadership style can boost productivity by a significant margin. Second, leadership is strongly correlated to how included an employee feels in the workplace.

This is why it is so important to take inspiration from companies like McDonald’s, Deloitte, Salesforce, Google, P&G, and Facebook when reimagining your leadership approach in 2020. Over time, this will translate into a more diverse and inclusive culture, where every employee is motivated to bring their best to work.



Inclusive Leadership Scenarios



Questions

SEEL®
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Thank you!

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