

Inclusive Leadership

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“TODAY WHEN I THINK ABOUT DIVERSITY, I ACTUALLY THINK ABOUT THE WORD ‘INCLUSION.’ AND I THINK THIS IS A TIME OF GREAT INCLUSION. IT’S NOT MEN, IT’S NOT WOMEN ALONE. WHETHER IT’S GEOGRAPHIC, IT’S APPROACH, IT’S YOUR STYLE, IT’S YOUR WAY OF LEARNING, THE WAY YOU WANT TO CONTRIBUTE, IT’S YOUR AGE - IT IS REALLY BROAD.”

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Defining Inclusion

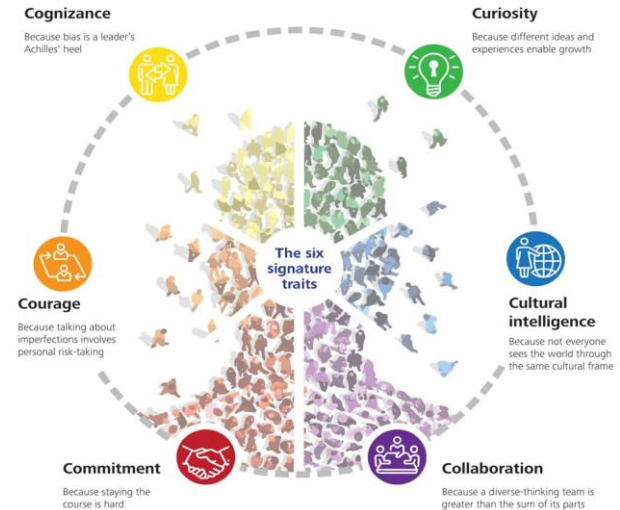
- Inclusion is a working environment where all employees are respected and valued for their distinctive characteristics and have the opportunity to participate in a high performing culture and contribute to the business objectives and strategy
- Inclusion is achieved when:
 - Each person's resources are recognised and routinely utilised in achieving the organisation's goals
 - People feel valued, respected, included and encouraged
 - People are included as part of the team because their differences in outlook, perspective and background are seen as adding value
 - Everyone is fully able to contribute



Six signature traits of inclusive leadership

- **Bias** – can be the Achilles heel of a leader
- **Curiosity** – different ideas and experience enable growth
- **Courage** – being brave to the challenge
- **Cultural Intelligence** – we all see the world differently
- **Commitment** – staying the course can be hard
- **Collaboration** – diversity thinking is a gift

Figure 1. The six signature traits of an inclusive leader



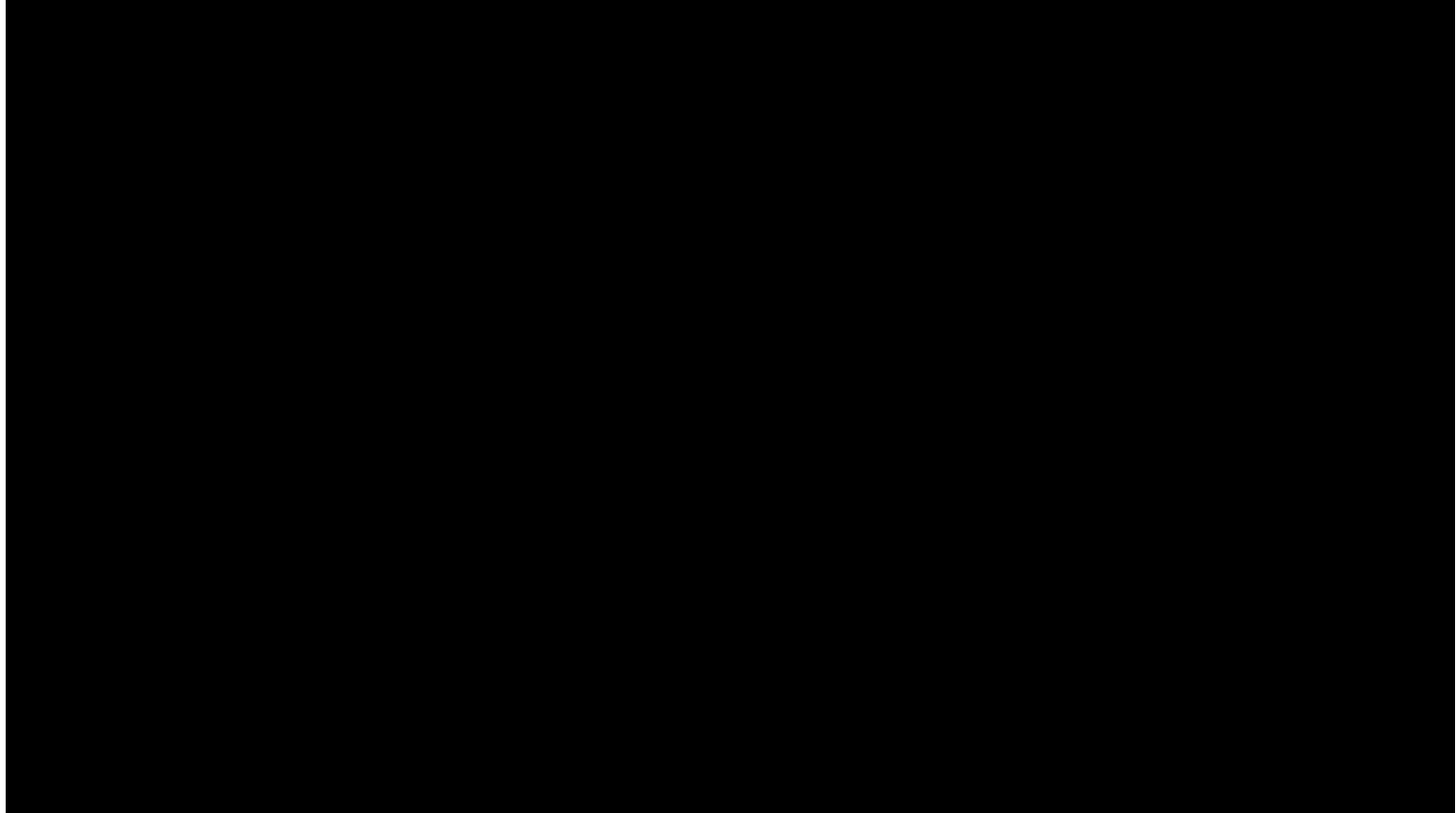
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Behaviours from the Schroder Model of High Performance

- Developing people
- Influencing and building stakeholder relationships
- Building confidence and dealing with ambiguity
- Collaboration



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A bird sitting in a tree is not afraid of the branch breaking, because her trust is not in the branch, but in her own wings.



tinybuddha.com

Language

- **Inclusive language is language that does not belittle, exclude, stereotype or trivialise people on the basis of their difference. Working in our system two thinking supports more inclusive behaviour but what about**



THINK BEFORE **YOU** **SPEAK**

Creating a culture of Inclusion

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Think

Information Search

Concept Formation

Conceptual Flexibility

- Seek information
- Make sense of chaos
- Create ideas
- Develop strategy
- Foster innovation
- Handle ambiguity

Develop

Empathy

Teamwork

Developing People

- Value diversity
- Listen to other
- Create trust
- Build relationships
- Develop people
- Promote teamwork

Inspire

Influence

Building Confidence

Presentation

- Give direction
- Create clarity
- Build confidence
- Inspire others
- Decide swiftly
- Get support

Achieve

Proactivity

Continuous Improvement

- Great execution
- Make things happen
- Empower others
- Drive change
- Customer value
- Pursue excellence

Emotional Intelligence

- Self-awareness.
- Self-regulation.
- Motivation.
- Empathy.
- Social skills.



Action

- How do you make others feel valued?
- How do you manage your own emotions to be more inclusive?
- What can we do to be more aware of our own behaviour and language?

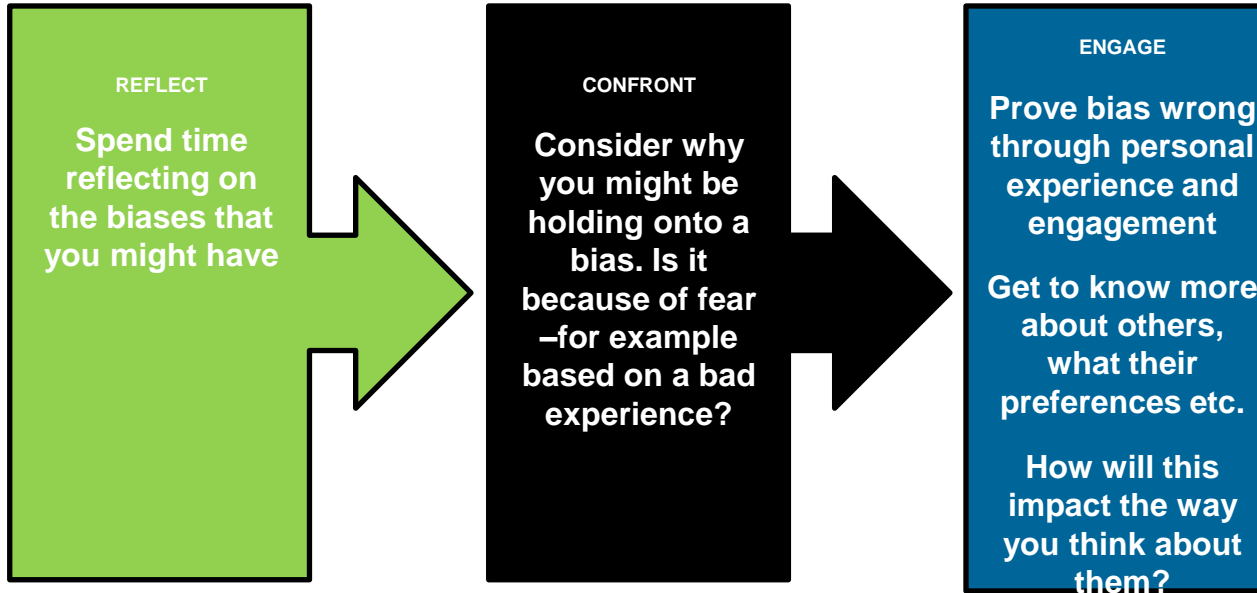


Some tips on inclusive language

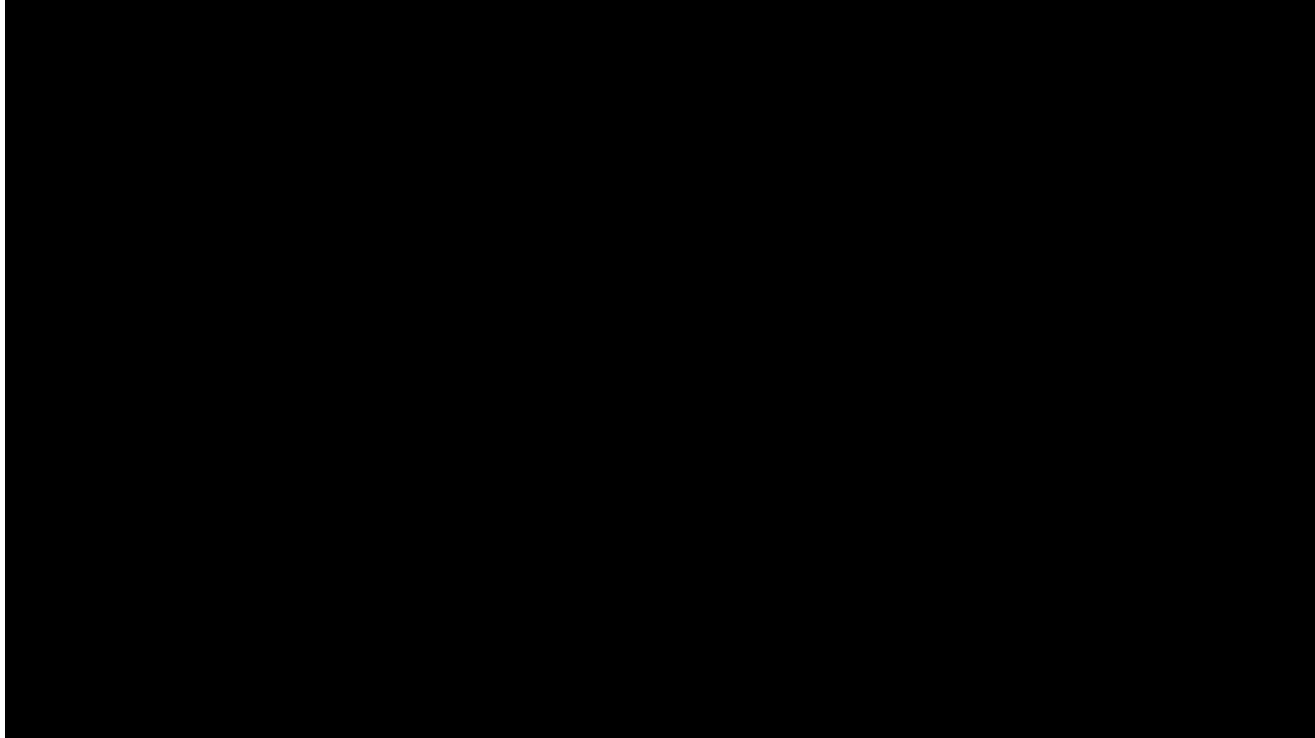
- Use language that does not assume a certain level of education
- Use language that does not assume a certain level of financial means or certain sort of vocation
- Use language that does not assume all people are heterosexual
- Avoid negative or demeaning language for people with disabilities



Ways to be more inclusive



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Thank you

There is only one way to see
things, until someone shows us how
to look at them with different eyes.

Pablo Picasso

