

# The Art of Inclusive Leadership

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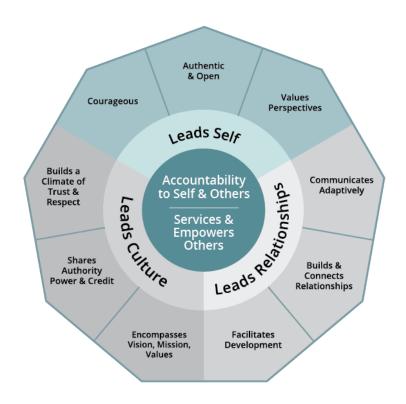
## **Level-setting: Definitions**

- > **Diversity** = Having a seat at the table
- > Inclusion = Having a voice
- > **Belonging** = Having that voice be heard
- Equity = Fairness and access to equal opportunities in policies and programs



All are equally important to have in an organization.

## The Goal: Inclusive Leadership



Inclusive Leadership model created by The Soul of Business.



## **Major Characteristics of Inclusive Leaders**

- Committed
- Brave/Courageous
- Aware of Biases
- Curious
- > Culturally Fluent
- Collaborative
- Considerate



Inclusive leaders have a high Emotional Intelligence quotient (EQ)!



### **Emotional Intelligence and Inclusive Leadership**

- ➤ **Emotional Intelligence** is a necessary key ingredient to effectively lead people, who then manage processes
- ➤ It is the level of your ability to understand yourself *and* others, what motivates you *and* them and how to work cooperatively with them to achieve results.
- > Your EQ is directly related to how well you are able to lead others.



## Ways to Become an Inclusive Leader

- Learn more about yourself and others via assessments:
  - Meyers-Briggs Personality Type Inventory® (MBTI)
  - <u>Dominance</u>, <u>Influence</u>, <u>Steadiness</u>
     <u>and Conscientiousness</u> ® (DiSC)
     Assessment
  - Riso-Hudson Enneagram Type Indicator® (RHETI)





## Ways to Become an Inclusive Leader (con't)

- > Intentionally connect with others
- ➤ Learn about people, places, customs and cultures that differ from your own
- ➤ Reach up/across/back
- Become an Executive Advisor or champion
- > Keep enhancing your EQ
- > Never stop learning or evolving!





#### **Contact Info**



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