


THE ART OF INCLUSIVE LEADERSHIP

 #ashtag
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~~THE~~
~~ART OF~~
~~INCLUSIVE~~
~~LEADERSHIP~~

Not your typical
Diversity Talk

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There is no
PASSION


to be found in


**Playing
Small**

in settling for a life that
is less than the one you
are capable of living.

- Nelson Mandela

What is the first word that comes to mind when you think of diversity?

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 No responses received yet. They will appear here...

**Ethnically
Diverse**

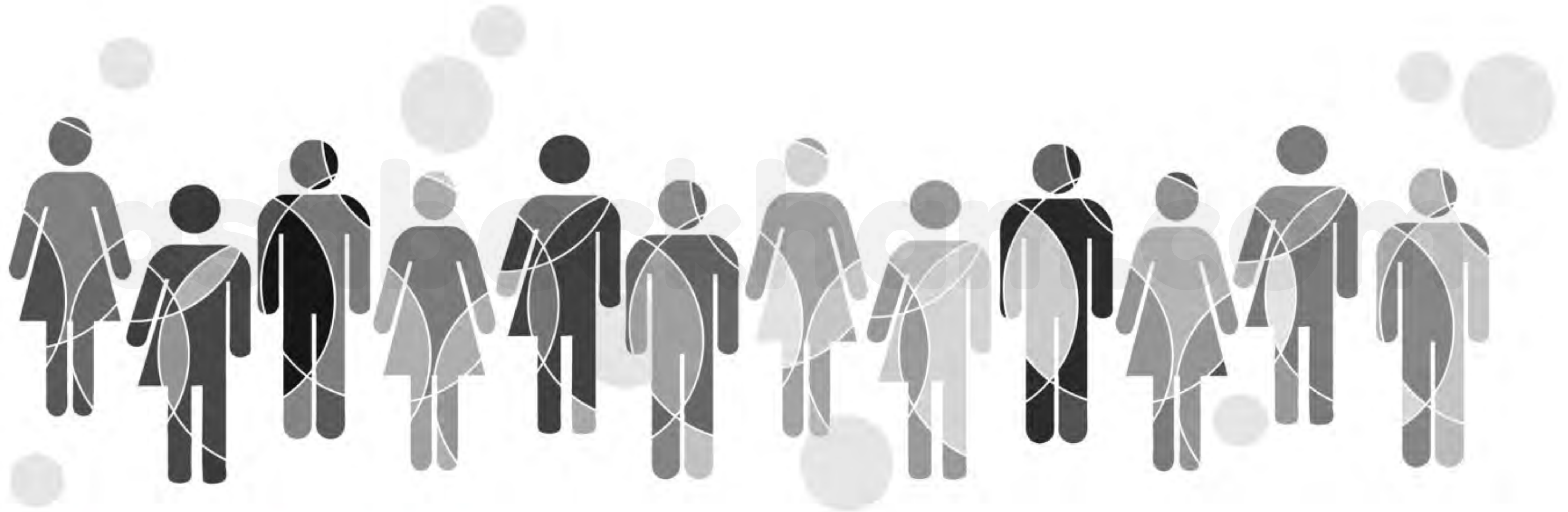
companies

35%

more likely to outperform
their respective national
industry medians.

- MCKINSEY





**Gender
Diverse**

companies

15%

more likely to outperform
their respective national
industry medians.

- McKinsey

What is the main reason that people do not bring their "whole" self to work?

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Fear of Repercussions
and/or Judgment

Lack of Confidence

Lack of Support

Lack of Role Models

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Culture of

#INCLUSION

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STORY #1

*Always the
bridesmaid*

#1

COMPASSION



STORY #2

*But I'm a
cheerleader*

#2

INDIVIDUALITY



STORY #3

*You Don't
Belong Here*

#3

COURAGE



STORY #4

*How About
That Pancake?*

#4

GRACE

How many people do you have a relationship with at work where you can be fully yourself?

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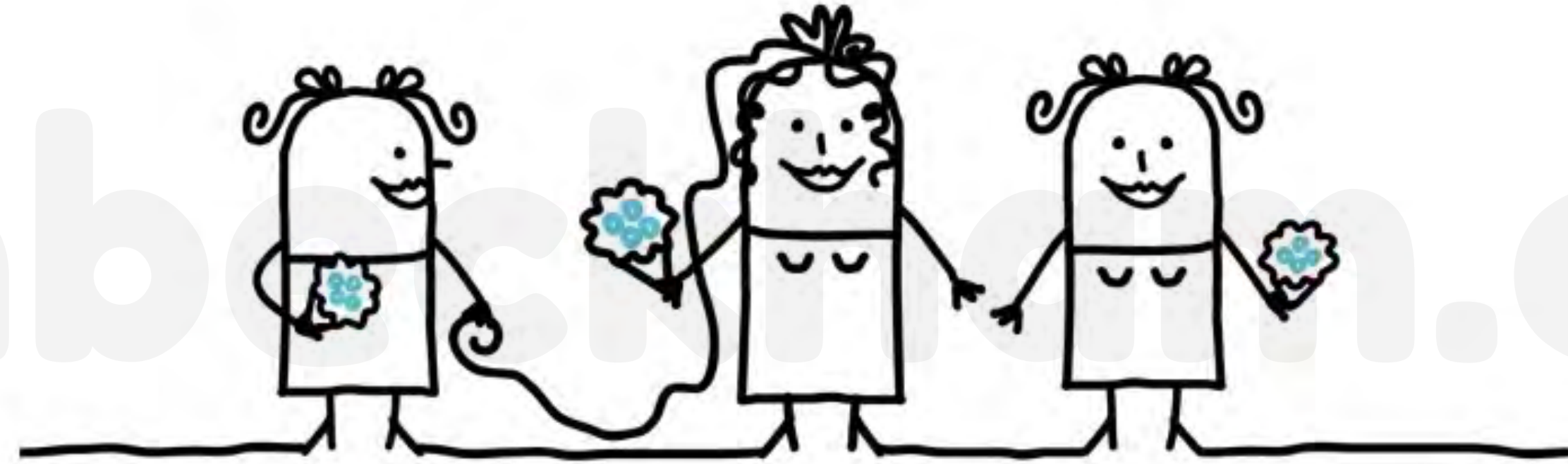
Many

Several

Few

None

#COMPASSION



STORY #1

Always the
bridesmaid





#COMPASSION



STORY #1

Always the
bridesmaid

1 ENCOURAGE COURAGE

2 EXPAND OUR COMFORT ZONE

3 LISTEN WITHOUT JUDGEMENT

4 AVOID WRITING PEOPLE OFF



Take Action:

**FIND AN ASPIRING
ALLY TO MENTOR!**



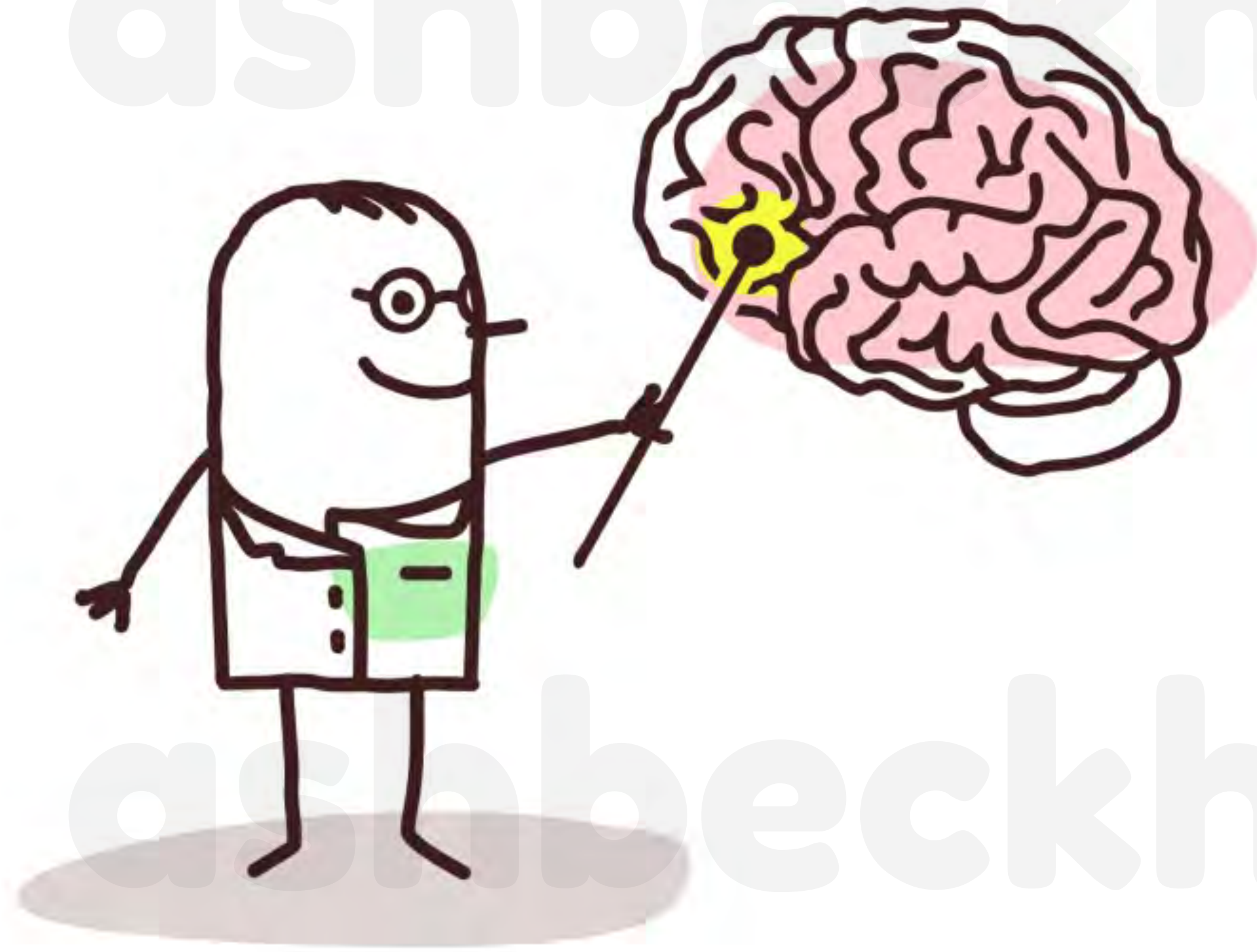


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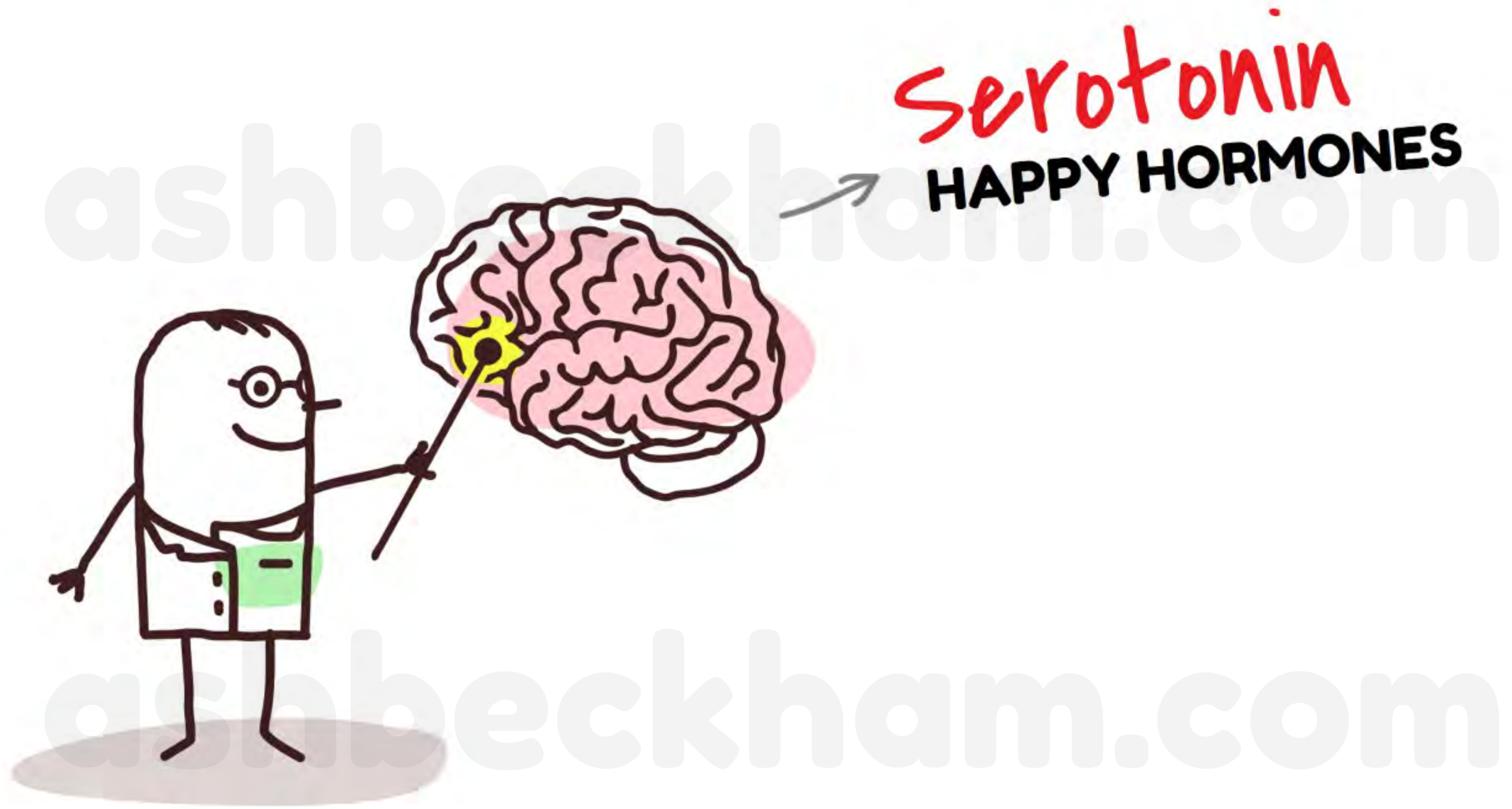
QUICK BRAIN SCIENCE BREAK...

To Make it Legit, ya know?

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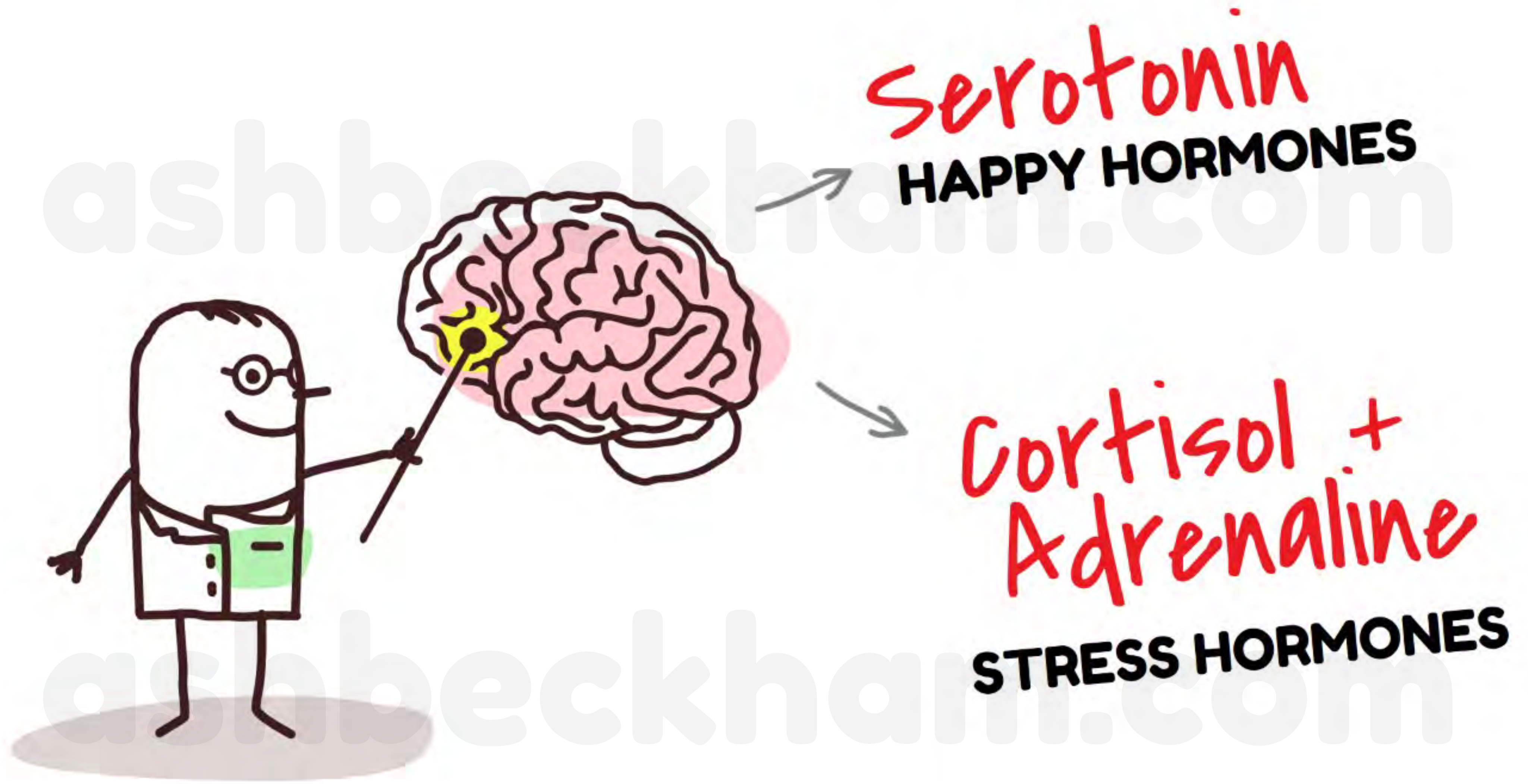


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Serotonin
HAPPY HORMONES

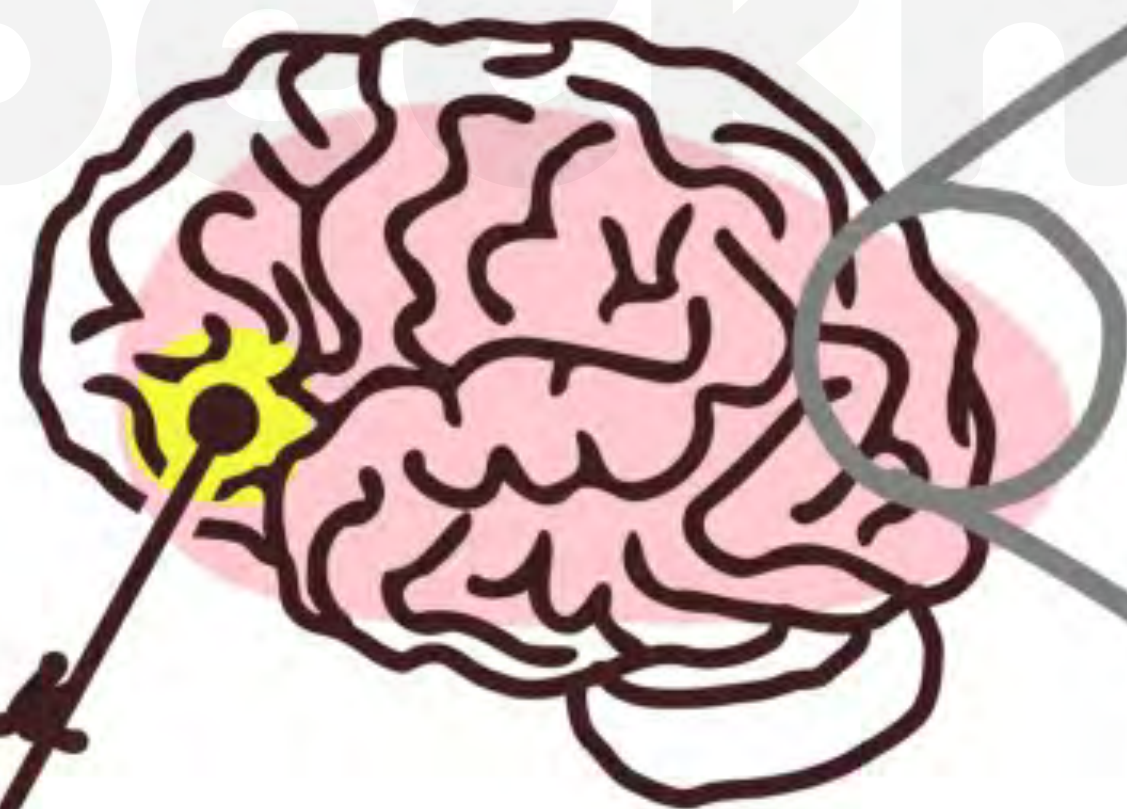
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3 Advantages of **STRESS** Hormones

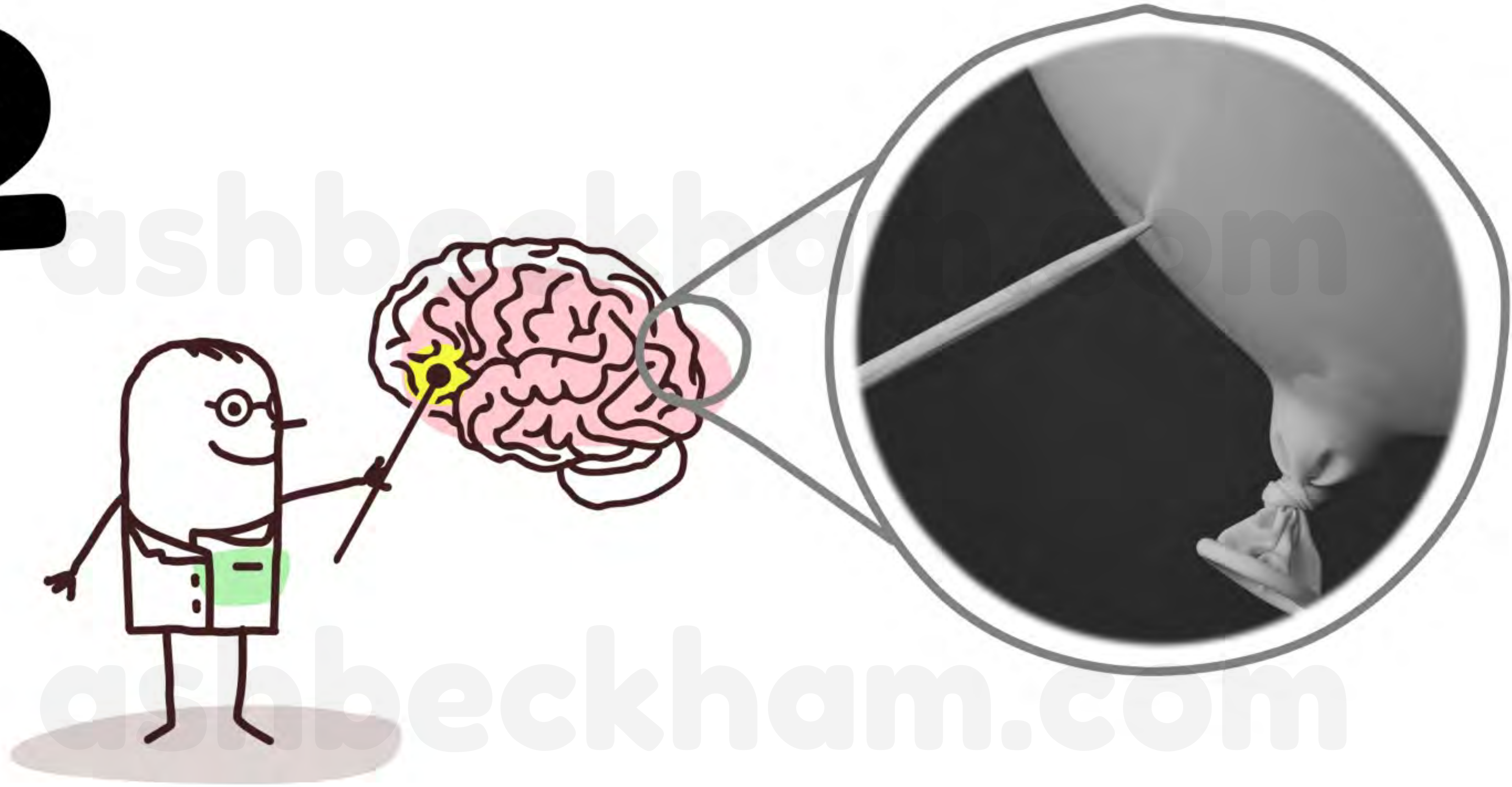
1

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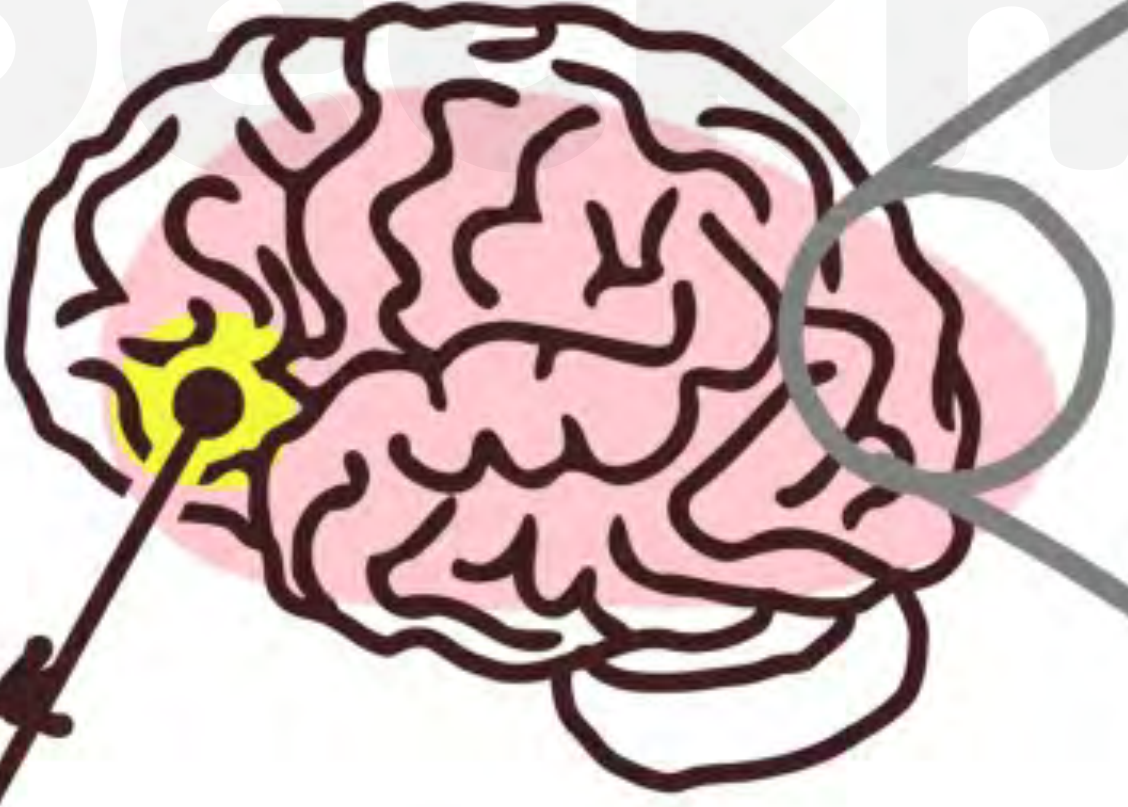
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2



3

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Have you ever had to hide or minimize part of your identity at work?

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Always

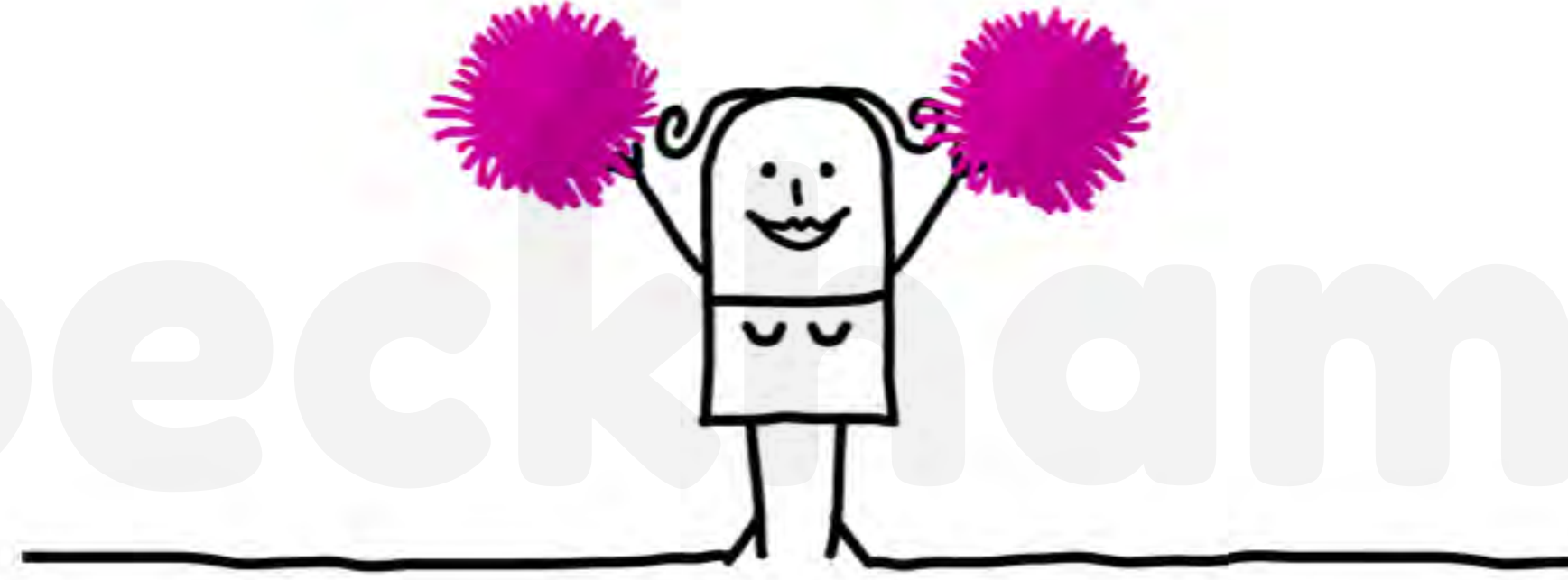
Often

Sometimes

Rarely

Never

#INDIVIDUALITY



STORY #2

But I'm a
Cheerleader



#INDIVIDUALITY



STORY #2

But I'm a
Cheerleader

1 REFUSE TO SETTLE

2 RESIST DILUTING YOUR TRUTH

3 REFRAME WHAT IS POSSIBLE



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Take Action:

**WRITE DOWN INSTANCES
WHERE YOU WATER DOWN!**

Do you feel like your voice has been heard at work?

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Always

Often

Sometimes

Rarely

Never

Do you feel like your associates' voices are being heard at work?

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Always

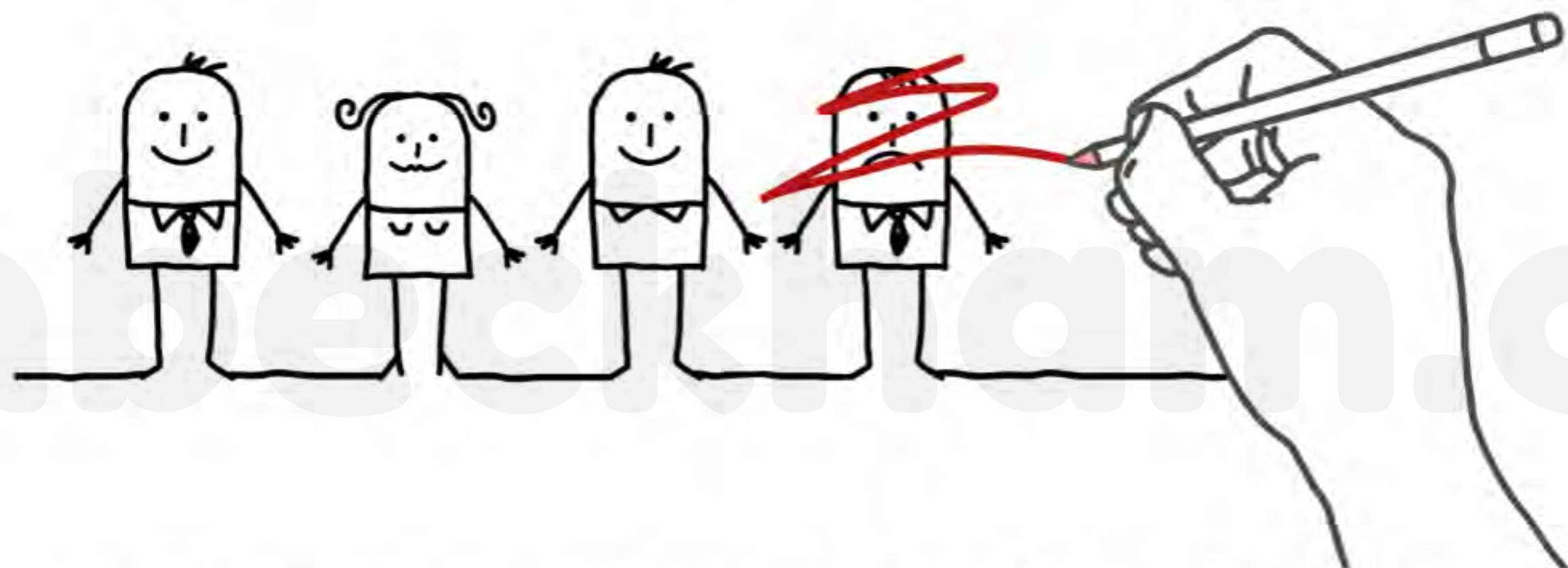
Often

Sometimes

Rarely

Never

#COURAGE



STORY #3

You Don't
Belong Here

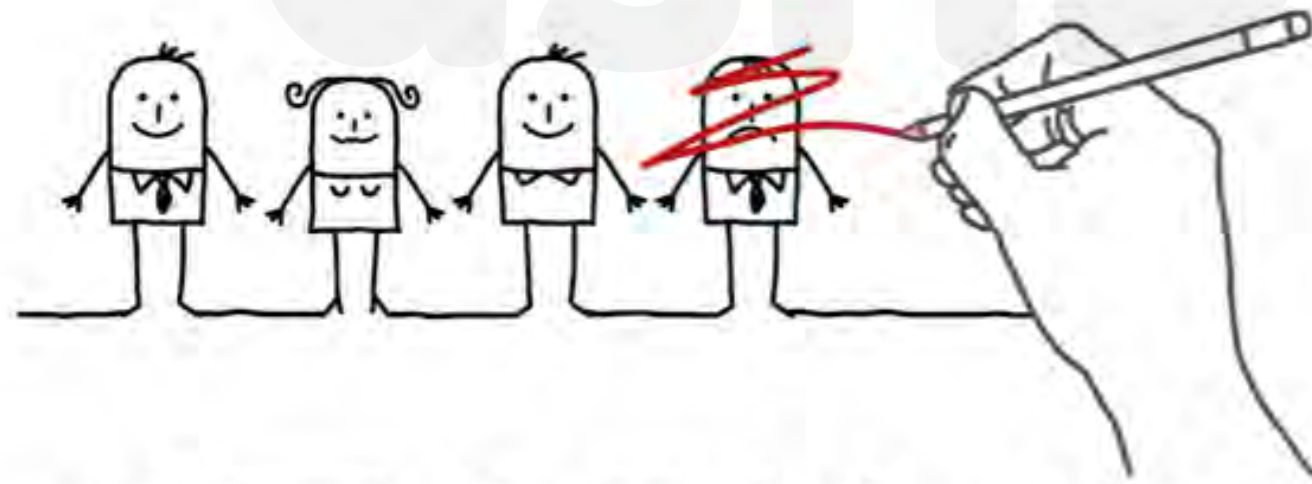


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#COURAGE



STORY #3

You Don't
Belong Here

1 ENVISION YOUR END GAME

2 DIFFERENTIATE BETWEEN
REACTION AND BEING REACTIVE

3 TAKE RESPONSIBILITY
FOR OUR WORDS



Take Action:

**MAKE ONE SMALL
CHANGE!**

Do you feel valued for your diversity at work?

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Always

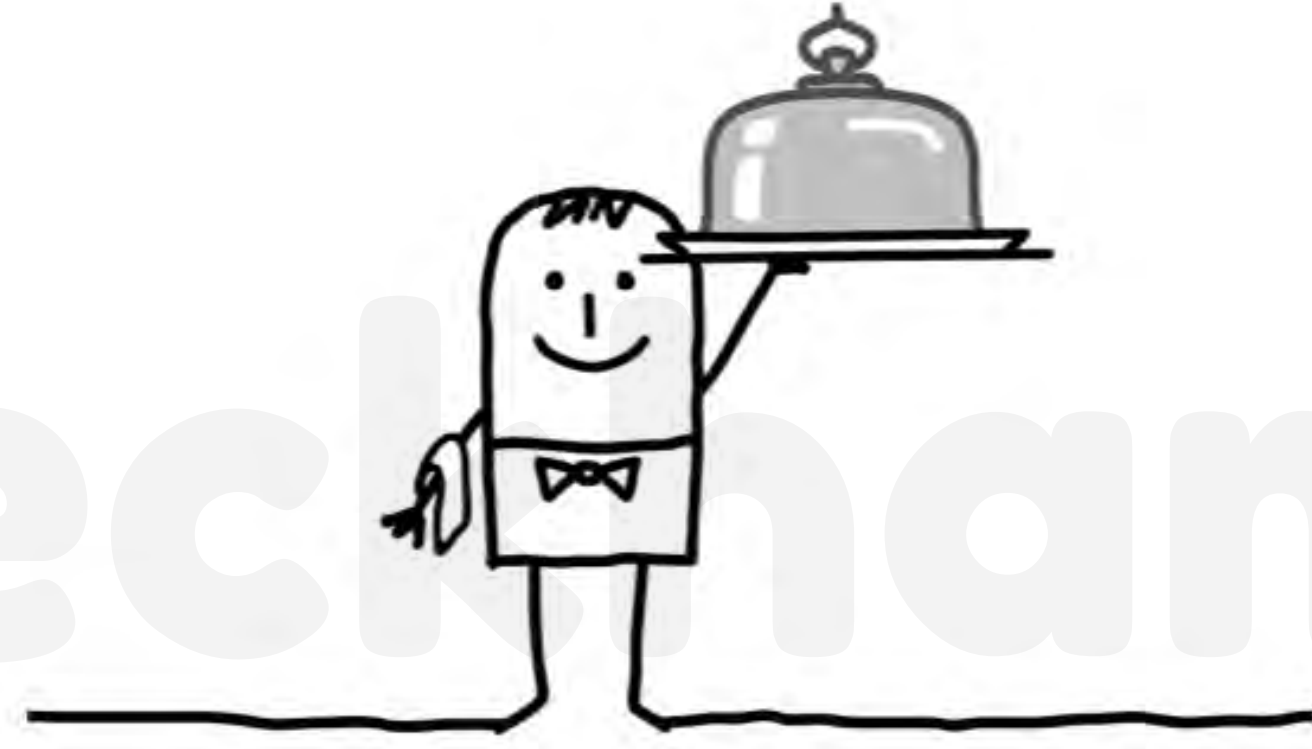
Often

Sometimes

Rarely

Never

#GRACE



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STORY #4

How About
That Pancake?

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#GRACE



STORY #4

How About
That Pancake?

- 1 ALLOW RUTS TO BE BROKEN BY ANY MEANS NECESSARY
- 2 ACCEPT AN OLIVE BRANCH
- 3 GAUGE INTENT OBJECTIVELY
- 4 OWN YOUR POWER



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Take Action:

**TAKE A BREATH THE NEXT
TIME THE JUICES FLOW**

The Beauty of
THE MOSAIC
Is In The Pieces

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The Gay One



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The Beret Wearing,
Francophile, Brain Surgeon

#COMPASSION

#INDIVIDUALITY

#COURAGE

#GRACE



In the end we will not

REMEMBER

the words of our enemies
but rather the

*Silence of
Our friends*

- Martin Luther King Jr.

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