FRONTLINE LEADERSHIP

Workplace Culture Through Inclusive Leadership

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Our Goals For Today

- **Connect** as a cohort.
- Explore and define **inclusive leadership.**
- Connect **intersectionality** with leadership.
- Learn how to build **psychological safety on your team.**

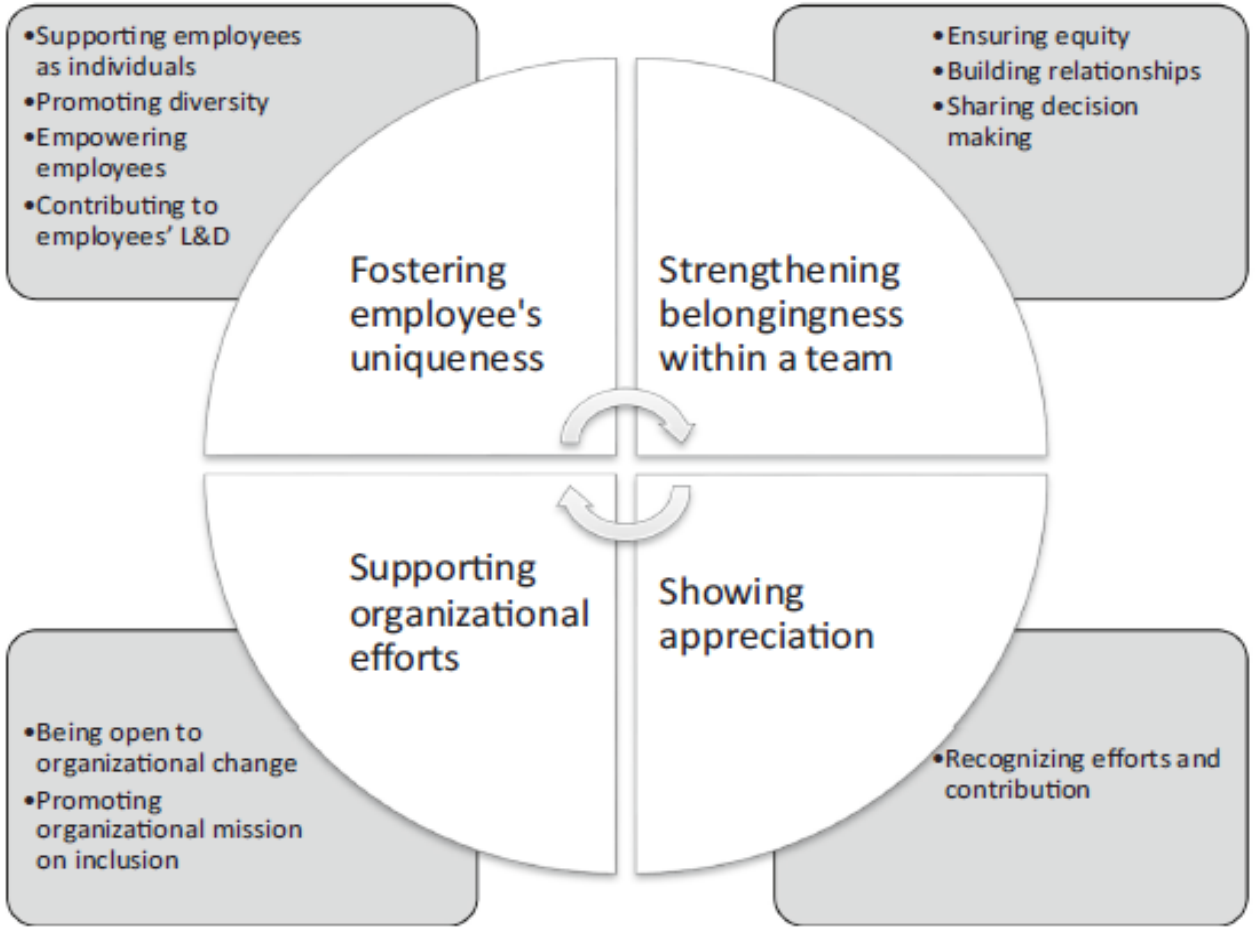
What Is Inclusive Leadership?

THE FOUR PRACTIVES OF INCLUSIVE LEADERSHIP:

1. Fostering uniqueness.
2. Strengthening belongingness within a team.
3. Supporting organizational efforts.
4. Showing appreciation.

-Veli Korkmaz et al., 2022

Inclusive Leadership



Inclusion Starts with “I”

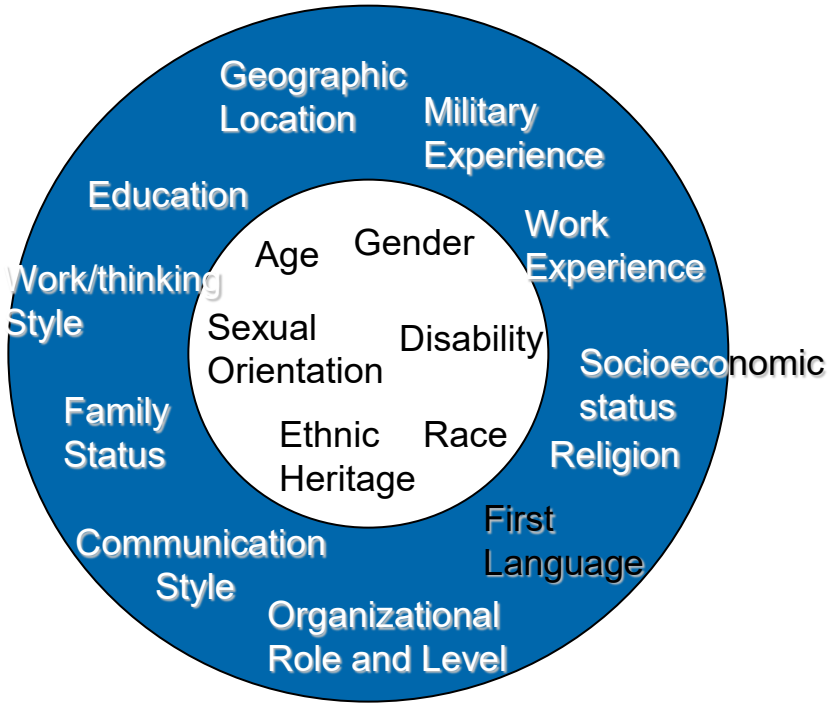
*Adapted from Accenture”



Intersectionality and Leadership

- A lens for understanding how individuals experience the social environment.
- Individuals are shaped by their intertwined social identities.

Self-Directed Learning Exercise 1:
Primary and Secondary Dimensions of Ourselves
(Breakout Rooms)



Inclusive Leadership & Intersectionality work hand-in hand



Without understanding intersectionality, it's impossible to lead inclusively because you'll miss the ways in which different aspects of identity shape the experiences of individuals in the workplace.

By practicing Inclusive Leadership and Intersectionality, organizations can:

- ✓ **Boost innovation:** Teams with diverse backgrounds bring different perspectives to the table, leading to more creative solutions.
- ✓ **Improve employee retention:** If employees feel valued, they are morel likely to stay.
- ✓ **Increase productivity:** When people feel included, they are more engaged and motivated to their best work.
- ✓ **Attract top talent:** The best candidates are searching for workplaces where they are respected and included.

What does your workplace look like and what role do you play? (Breakout Rooms)

- Is inclusive leadership a part of your corporate culture?
- What does your promotion and evaluation process look like?
- Does your company acknowledge its employee's ideas and people in your organization?
- As a team member, how do you demonstrate a commitment to inclusive leadership in the workplace?

Workplace Culture Interactive Poll Game


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dreamstime.com
ID 189366109 © Vasilyrosca

Establishing Psychological Safety in the Workplace

Coined by Harvard Scholar, Amy Edmondson

- Defined as a shared belief held by members of a team that it is okay to take risks, to express their ideas/concerns, to raise questions, and to admit mistakes, all without fear of negative consequences.

- Edmondson states, “it’s felt permission for candor.”



Why is psychological safety important?

- ✓ Team members feel more motivated; their contributions matter and they can speak up without fear of retribution.
- ✓ Leads to better decision making.
- ✓ Fosters a culture of continuous learning and improvement, as team members feel comfortable sharing their mistakes and learning from them.

How do you know if your team has PSYCHOLOGICAL SAFETY?

Edmondson's 7-Item Questionnaire

1. If you make a mistake on this team, it is not held against you.
2. Members of this team are able to bring up problems and tough issues.
3. People on this team sometimes accept others for being different.
4. It is safe to take a risk on this team.
5. It isn't difficult to ask other members of this team for help.
6. No one on this team would deliberately act in a way that undermines my efforts.
7. Working with members of this team, my unique skills and talents are valued and utilized.

Self-Directed Learning Exercise 2 (Breakout Rooms)

- Why is psychological safety important at work, and how can you measure this with your team?
- What topics feel hard for you to bring up at work, and how can you flip the script by taking a psychological safety approach?

How to create psychological safety as a leader…

- ✓ Establish clear norms and expectations.
- ✓ Encourage open communication and actively listen.
- ✓ Ensure team members feel supported.
- ✓ Show appreciation when people speak up.
- ✓ Admit your own fallibility – as a leader, own up and demonstrate how you've learned from your mistakes.
- ✓ Actively invite input – don't assume people will tell you what they are thinking. Ask open-ended questions – What are your thoughts on this? What are you seeing?
- ✓ Respond productively.


PAUSE
&REFLECT

Reflection/Quick Feedback – Use Chat Feature

- One thing I will take with me from this session is…
- The questions I still have that I'd like to explore more are…
- On a scale of 1-10, I have a better understanding of how inclusive leadership, intersectionality, and psychological safety impacts the workplace.
- Yes or No – Was this session helpful?

THANK YOU!!!

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