

Moving from Diversity to Inclusion

Leveraging inclusive leadership to fuel organizational performance.



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The most successful companies don't just out do their competitors;

They redefine the terms of competition by empowering unique ideas in a world where too many of us are encouraged to go with the flow. Innovation requires leadership that is inclusive and collaborative in order for diverse thought to thrive. Over time, that brand of authentic leadership creates an organizational shift that is real and sustainable.”

-Denise Pirrotti Hummel, CEO





Lead Inclusively Mission Statement:

To provide executive leadership with a roadmap to inclusive leadership as a means to support tangible business results, including:

- increased growth & balanced risk;
- efficient, engaged teams & increased speed to market;
- better talent acquisition, retention & advancement;
- stronger decision making; & lower operational cost;
- increased ideation on critical business challenges.

Executive summary of our approach:

The ability to attract diverse talent is an important organizational objective and one that is often effectively addressed by H.R. initiatives. What happens to that talent after recruitment and whether diverse talent is effectively integrated and included so that they reach their potential and bring their best selves to work every day and advance through the talent pipeline is a more complex challenge. Organizations are beginning to ask, “What does it mean to be an inclusive leader?” In other words, what are the business behaviors that are instrumental to creating an inclusive environment in which diverse people can thrive once they are members of your organization and what can we do to make sure that our leaders have the skills to create this environment in our business units throughout the globe.



OUR DEFINITION OF INCLUSIVE LEADERSHIP:

Leadership that is:

Open: words and actions that reinforce that input by all people, regardless of their diverse point of view, is welcomed and appreciated.

Collaborative: demonstrating curiosity regarding the opinions of others and that this openness leads to decision-making that is based on the input of those who will be impacted.

Facilitative: encouraging diverse ideation, where calculated risks and the expression of ideas are supported, regardless of whether they are representative of main stream or historic prevailing opinion.

Our commitment to our clients:

Focus on what matters: We identify and articulate the business behaviors that are at the core of stimulating and reinforcing business results and explain why they are critical not only to professional development and organizational health, but to over-coming business challenges and achieving business objectives.

Evaluate and plan: We evaluate where we are in the journey and create a road map to move forward; we keep ourselves honest by establishing a baseline and measuring our progress whenever possible.

Effective knowledge transference: We create exciting learning programs that help leaders transform business behaviors to align with the core objectives of inclusive leadership.

Sustainable outcome: We develop a long-term program for sustaining the transformation once it has been initiated.

What are some of the relevant industry outcomes we can expect?

- Increased competitiveness due to accelerated innovation.
- Increased speed to market based on more efficient teaming.
- Increased acquisition, retention and advancement of diverse employees.
- The empowerment of individual employees to bring their best selves to work each day based on a sense of belonging in your organization.
- Reduced attrition and increased advancement of diverse talent to key leadership positions.
- Increased positivity of internal and external branding relative to a more engaged and satisfied workforce.
- The promotion of innovative thought and increased calculated risk that accelerate new products, effective policies, and stronger decision-making.
- The organizational health of your company in creating readiness to accept your people, customers, clients and the surrounding community and to learn from them in a way that supports your mutual prosperity.



What is our approach to evaluating and developing inclusive leaders?

Self-development leads to team optimization, which creates an organizational shift and ultimately enhanced global community partnership. It is a cascading effect that creates sustainable business growth.



SELF:

I understand that I have a unique point of view based upon my life experience, beliefs, background and exposure.

I strive to be self-aware so that I am open to the fact that those I lead may see things differently based on their life experience, beliefs, background and exposure.

I strive to learn more about the point of view of others and to encourage expression of thought that may be different from the way I see things.

I am respectful of other's points of view and I mentor others to be equally respectful in their interactions.

TEAM:

Recognizing that all teams go through the process of "forming, storming, norming and performing," my actions as a leader accelerate this process by allowing for the free flow of thought, tempered with promoting the kind of collaboration that will accelerate the group from the initial forming and storming stages to norming and performing.

The goal is increased innovation and the acceleration to performance excellence by providing an inclusive and collaborative atmosphere.

ORGANIZATION:

I actively assist my organization in challenging and improving its policies, procedures, compensation and reward strategy, evaluations/KPIs and operational structure to assure that we have eliminated, to the maximum extent possible, impediments, biases and obstacles that impact some groups of people differently than others.

COMMUNITY:

In the surrounding business community in which we operate, including our clients, customers, sales force, global colleagues, local environment, and overall marketplace, I recognize the needs and opportunities that come from being aware of diverse people and cultures all over the world.

I create initiatives that both connect us and celebrate our differences. I bring all the skills I have developed relative to self-awareness, teaming and organizational excellence to bear to create community.

How do we achieve this?

BY MARRYING BUSINESS GOALS WITH INCLUSIVE BEHAVIORS



Business Goals

- Profit
- Teaming
- Top Talent
- Strategic Excellence
- Innovation

Organizational Shift

- Trust
- Empathy
- Engagement
- Ideation

The 3 "Rs" of Inclusive Leadership™

- Receptive
- Reflective
- Revitalizing



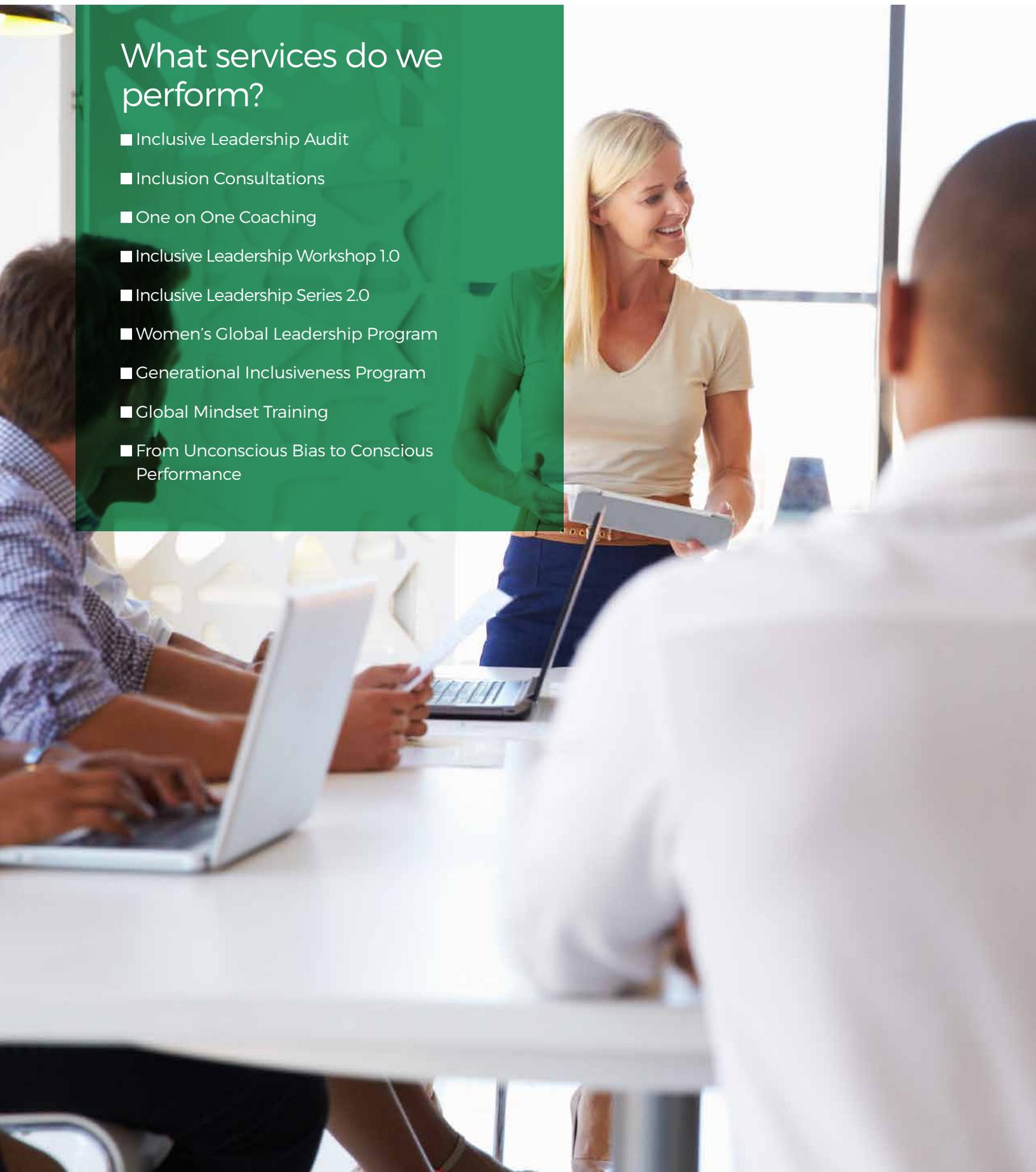
Ask the right questions; Get actionable answers:

By asking the right questions, we get meaningful, actionable answers. To understand the inclusive leadership that will drive business results we are focused on developing answers to the following questions in the framework of self, team, organization and community:

- How can we incorporate the 3 "Rs" of Inclusive Leadership Behaviors into our organizational leadership commitments and values?"
- What is required to educate and promote these behaviors with our teams?
- What do we need to do to sustain our inclusive leadership behaviors in our every-day performance?
- How will we use these inclusive behaviors to drive value for our colleagues, clients, customers, our business and the community of stakeholders with whom we interact?

What services do we perform?

- Inclusive Leadership Audit
- Inclusion Consultations
- One on One Coaching
- Inclusive Leadership Workshop 1.0
- Inclusive Leadership Series 2.0
- Women's Global Leadership Program
- Generational Inclusiveness Program
- Global Mindset Training
- From Unconscious Bias to Conscious Performance





Inclusive Leadership Audit

Leaders: A self-assessment for leaders as a baseline for their inclusive leadership journey.

Team: An assessment of the team's unique culture, as well as a 360 feedback survey of the leader's inclusive leadership style, if requested.

Organization: A review of core HR policies and processes to identify inclusion incongruities and an employee unconscious bias pulse survey to identify evidence of unconscious bias in the work place.

Community: A review of external stakeholder relationships of the greater community in which the organization operates, including our clients, customers, sales force, global colleagues, local environment, and overall marketplace.

The report includes key findings, areas of excellence and areas for improvement across the four quadrants. The assessment also provides the foundation for determining the maturity model of the organization's inclusive leadership and customizing the organization's inclusive leadership roadmap.

SERVICES CONTINUED:

Innovation Labs

Lead Inclusively is a firm that combines the creative mindset of the entrepreneur with the strength and resources of enterprise. We hone the principles of design thinking that lead to the best ideas, fuel them with the behaviors of inclusive leadership, and the result is the best thought leadership from your people and the answers to challenges that you need solved now. Lead Inclusively creates success-based programs that connect Diversity & Inclusion goals with data driven business results. Our clients choose the baseline metrics that govern the engagement, including the rate and extent of innovation, increased retention and advancement of key talent, augmented employee engagement, reaching specific business milestones quickly and efficiently, reducing cost, addressing organizational culture issues that impact internal and external branding, and many more. Engagements are co-created with our clients, empowering your work force, creating buy-in for all of us, and leaving you with the intellectual property we develop together. Pricing for the engagements are directly related to the business outcomes achieved; if you don't win, neither do we!

Inclusion Consultation

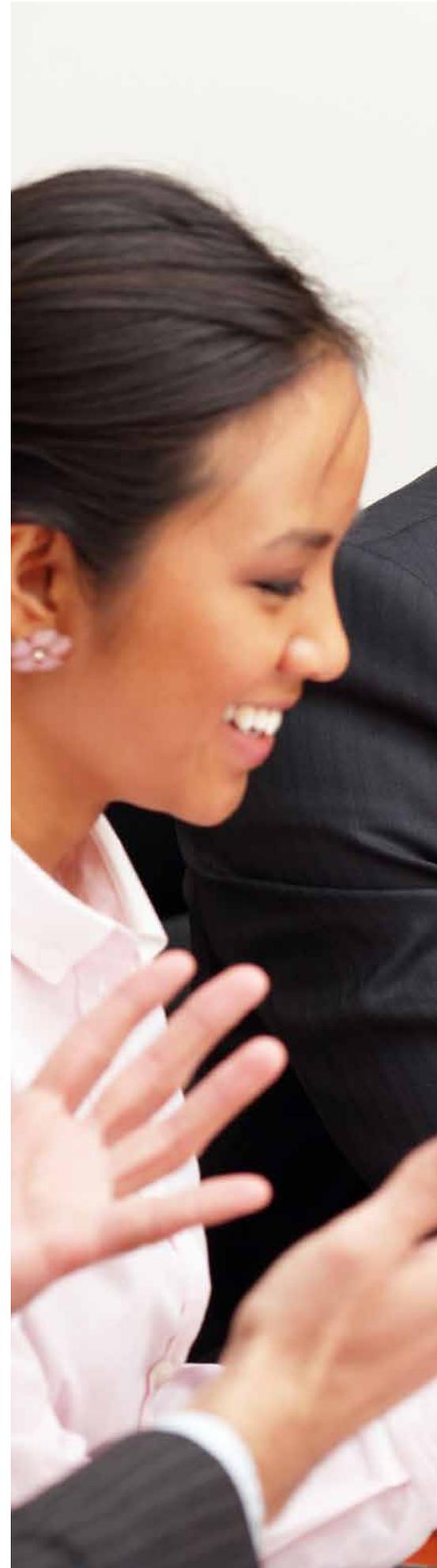
Consultative services are available to modify core HR policies and processes to eliminate inclusion incongruities as well as to assist in developing or transforming the organization's diversity and inclusion journey.

Inclusive Leadership 1:1 Coaching

Leaders are busy people. They also find it difficult to be vulnerable in a group setting. Leadership transformation requires self-examination, and sometimes the best way to do that is in a confidential setting, one on one, with a coach specializing in this area. The coaching technique has been successful for most leaders, from closely held institutions to global enterprise and has been executed in almost every continent of the world, regardless of the maturity model of the inclusion journey or the leadership cultural or personal style.

Inclusive Leadership Series 2.0

This is a series of workshops that can be delivered in alignment with the existing cadence of team meetings and can be performed as a hybrid of live and virtual sessions. The series builds upon the foundation of "Self," moving forward, session by session to "Team," "Organization" and global "Community" to explore the ways in which an inclusive work environment can propel innovation, effective decision-making and increased success relative to speed and excellence in reaching team objectives and sustainable organizational transformation.







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Sessions 1-4:

SESSION 1

FEMALE LEADER TRACK

- Discover and optimize your authentic leadership.
- Address overt and subtle (unconscious) bias in the workplace as a change agent and collaborative champion. Own your career.
- Be empowered to bring your best self to work each day.

SESSION 3

MALE/FEMALE COLLABORATION

- Female and male leaders come together to practice their newfound knowledge and skills.
- Role plays take place for a number of scenarios.
- Group feedback helps to reinforce prior learning as well as hone our newfound skills.

SESSION 2

MALE LEADER TRACK

- Discover the ways in which women experience obstacles to their success in the workplace.
- Learn how to be a champion of your female colleagues by understanding subtle bias that impacts the success of a collaborative workplace.
- Become a subtle disruptor to gender related impediments.
- Empower your colleagues and your diverse teams to bring their best selves to work.

SESSION 4

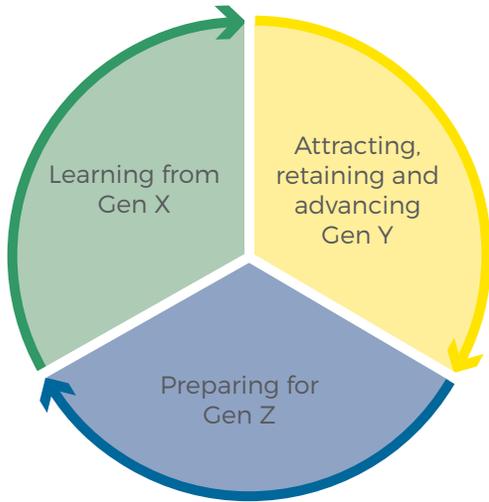
SUSTAINABILITY

- In order to create sustainable transformation, an optional series of webinars can be conducted with the team in order to reinforce tools introduced in prior sessions and to create an open forum for continued discussion, questions and guidance.
- A train the trainer program is also available for this program, as well as all programs we offer.



Generational Inclusiveness:

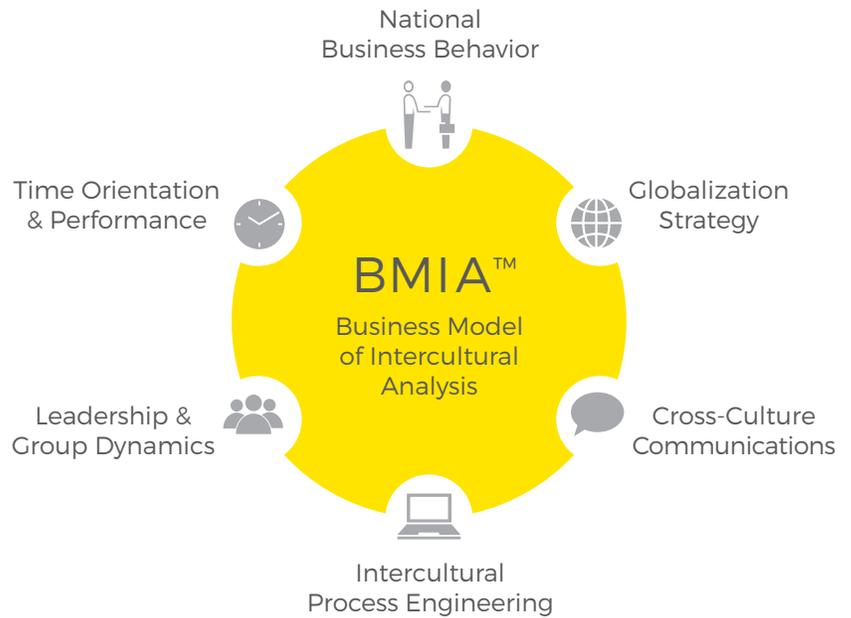
KNOWING YOUR XYZS:



While many organizations focus on attracting and retaining Gen Y employees, the effective organization focuses on the end to end talent cycle. The experienced workforce (Gen X) has knowledge and life experience that is invaluable, and the transference of that knowledge to Gen Y is just as critical as understanding the motivations, goals and beliefs that are crucial to recruiting and retaining millennials. This multi-generational workshop is effective for increasing team collaboration in individual business units, developing organizational succession planning and H.R. talent strategy for Gen Z, creating sustainable knowledge transference, grooming new talent, and creating understanding across generations that leads to organizational health.

Global Mindset Training:

USING A FRAMEWORK TO ACCELERATE CROSS-CULTURAL COMPETENCE



We have been a global business force since the advent of the internet, yet many of our leaders still struggle with the core skills related to having a global mindset. Without the ability to see differing points of view and ways of facing business challenges, reaching consensus, teaming, approaching business objectives, teams can flounder. Without understanding the core elements that impact multi-nation initiatives and strategies, our leaders fail to consider key issues that ultimately impact a successful outcome. This workshop imparts the core skills related to effective communication and interaction across cultures, but also a framework for approaching multi-nation projects and objectives. Significant country-pairings are incorporated into the training, as appropriate. For example, if leaders or teams are facing a specific challenge between two specific national cultures, the differences between those cultures will form the basis for all case studies and role plays shared during the workshop.

From Unconscious Bias to Conscious Performance

Creating sustainable behavior shifts for our leaders, teams and organizations: The term “unconscious” almost implies lack of accountability. When we bring awareness to our actions, we can create a conscious behavior shift. This workshop (also a very effective keynote) is eye-opening to even the most aware leader. It shares multiple examples and scenarios of bias that is beneath the surface of our interaction, and brings it to the surface where it can be examined and eliminated through proven behavioral science techniques.

Partnering for Excellence With Our Clients, Rather than Withholding Proprietary Intellectual Property From Them, Is What Makes Us Great

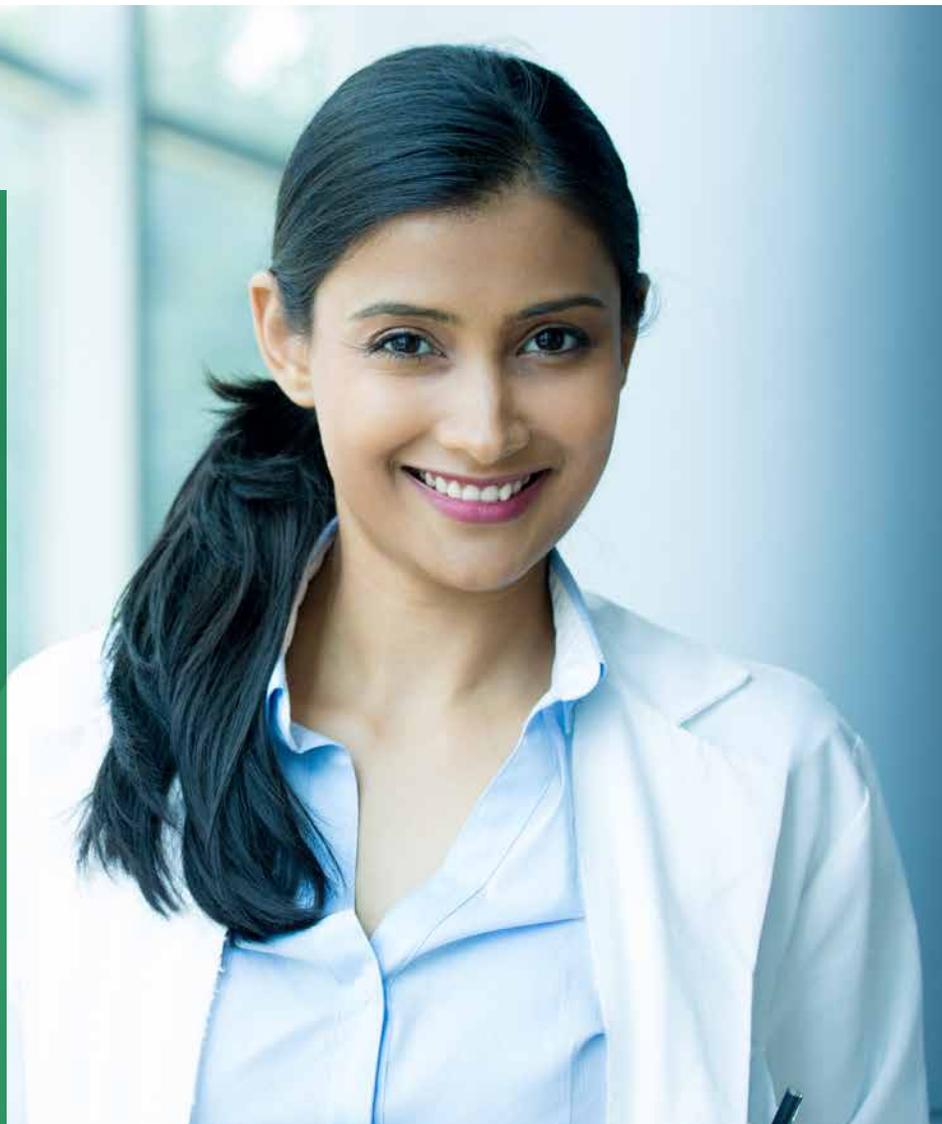
We partner with leaders and executives to develop high-impact organizational solutions. Conventional performance management practices can be costly, ineffective, and even counterproductive to enhancing performance. We leverage the science of human behavior to partner with business units and companies to build strong performance management systems related to individual, team and organizational performance. While many companies focus on adding inclusive behavior to performance ratings or recalibrating pay-for-performance, we've seen the biggest breakthroughs from improving the quality of conversations that

managers have with their direct reports. We have designed a proven process for reinventing performance management, from building the business case for change to embedding new behaviors and facilitating the rollout of new systems.

Most importantly, upon request, we will help you build your own methodology, rather than just borrowing ours, by using the behavioral science principles we've honed, in conjunction with your professionals, and hi-po's and/or business units to create intellectual property that survives our engagement and can be used by your organization for decades to come.

About Lead Inclusively, Inc.

Lead Inclusively is a consulting firm that partners with industry clients to achieve better business results through inclusive leadership. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who inspire teams to work together towards increased ideation, speed to market, and brand excellence. In so doing, we play a critical role in helping our clients to exceed targeted growth in a fast-paced market with fierce competition for key talent.





Please call us to discuss.

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