

LEADERSHIP ASSESSMENT & 360



Assessing Behaviors that Accelerate Inclusion & Innovation

Studies show that the leaders who drive the most engaged teams with the greatest amount of diverse ideation are also the ones who best exhibit behavioral traits at the intersection of inclusion and innovation. Despite this research, none of the numerous leadership self-assessments on the market exists to measure and address this particular set of behaviors --none except ours. Lead Inclusively's, Inclusive Innovation Leadership Assessment (with optional 360) provides organizations the invaluable opportunity to assess engagement and innovation-impacting trends in their leaders' behaviors and better determine what interventions can be used to close any gaps. Upon completion, the user will receive an automated findings and recommendations report and action plan. This becomes a powerful tool for leaders and organizations to analyze and implement their ongoing or future strategies.

Expected Outcomes:

- Increase in diverse ideation and resulting innovation
- Improved performance of leaders as measured against management goals
- Increase in employee thought leadership at all levels of the organization
- Increase in number of diverse employees advanced through the talent pipeline
- Increase in employee engagement scores and improved capacity for teaming

The Inclusion Leadership Assessment resulted in a 12% uplift in employee engagement among our pilot group. Because it focuses on both inclusion and innovation behaviors, the insights provided a path forward for actionable steps that our leaders could take to improve their inclusion leadership profile. The assessment became a critical part of the change transformation we experienced in moving towards a more inclusive organizational culture.

**-CHRO
International Pharmaceutical Company**

Other Services

We provide a comprehensive range of offerings to help our clients realize the business impact of inclusive leadership. All programs are available live, virtual, or hybrid delivery. Programs are fully scalable through a Learning Management System, as well as Train The Trainer programs.

Inquire: Organizational, Leadership and Team Assessments



A comprehensive assessment of 8 areas that impact inclusion and innovation of organizations. This detailed assessment addresses key issues across policies, practices, leadership, communications and more to evaluate the health of the company from a D&I perspective and assist in establishing priorities for successful D&I interventions. It results in practical recommendations for a D&I roadmap that can be used by the organization to create a go-forward plan.

Inspire: Keynote Speeches



An inspiring introduction to the impact of inclusive behaviors on organizations around the world, encouraging participants to become active members of the inclusive leadership community. Delivered by TED Talk presenter Denise Pirrotti Hummel, J.D.

Enlighten: Workshops



Workshops and roundtables that enable a group of aspiring leaders to delve into the principles of inclusive leadership, using practical exercises to identify and hone best practices. A variety of workshops include: Inclusive Behaviors Training, Global Mindset Training, Generational Inclusiveness and Champions of Change: women and men partnering to balance

Empower: Coaching



Denise's expertise is aligning her protégés career goals with the strategy of the business. With regard to inclusion, her mentorship involves helping leaders be more inclusive in their leadership style and strategies. For women and diverse individuals, coaching often consists of helping them with the nuances of asking for the assistance they need to move through senior leadership without giving up their power. Denise is a member of Marshall Goldsmith's legacy coaching team, 100 Coaches™.

Experience: Labs



An innovation lab providing full immersion into the world of inclusive leadership. The program teaches participants inclusive leadership skills, then uses design thinking to take on an internal challenge or solve a CSR problem in the business ecosystem. The full-immersion version of this lab includes a one week off-site that takes leaders out of their comfort zones, providing the opportunity to resolve new challenges using inclusive leadership skills.

About Lead Inclusively, Inc.

Lead Inclusively, Inc. is a talent, diversity and inclusion advisory firm specializing in producing business results through inclusive innovation. Services result in increased employee engagement, innovation and enhanced ability to recruit, retain, and advance the best talent globally. Impact areas include inter-generational, cross-cultural, and gender, as well as M&A / people integrations. Lead Inclusively, Inc., develops leaders, teams and organizations that can use inclusion as an accelerator for business performance.

Clients Include

