



Winittha

Inclusive Leadership



Today's outcomes

- Understand what keeps us stuck when it comes to leading with inclusion.
- Get clear on why inclusive leadership is imperative.
- Define what inclusive leadership is.
- Unpack the 6 C's (traits) of inclusive leaders
- Explore actions we can take to increase diversity, equity, and inclusion through leadership.



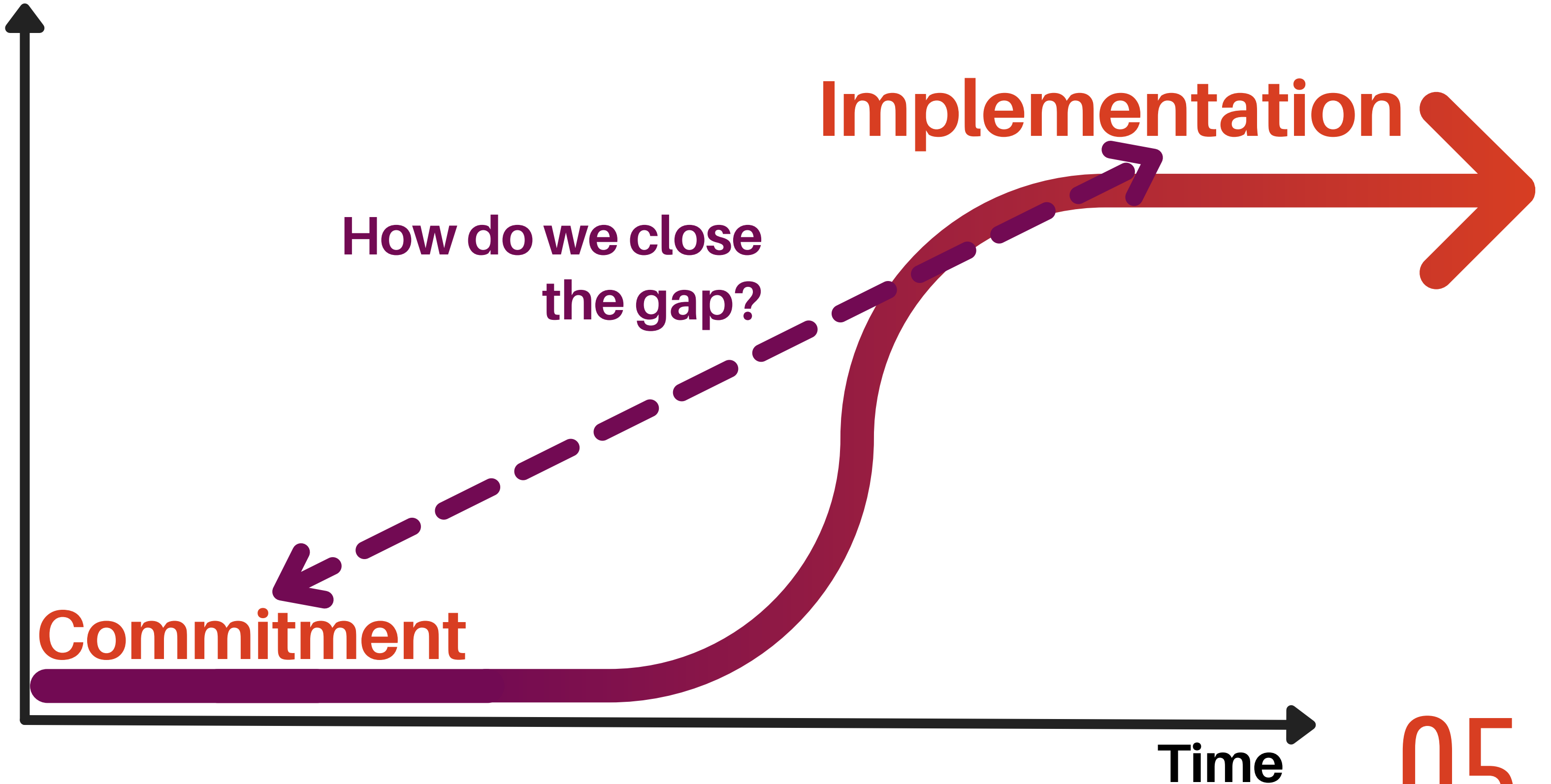
A little bit about me...



Commitment **V** Implementation



Impact



How do we close the gap?

Commitment

Implementation

Time



Impact

1. Commitment

**2. Service design
and delivery**

**3. Capacity
Building**

Implementation

Time

06



Impact

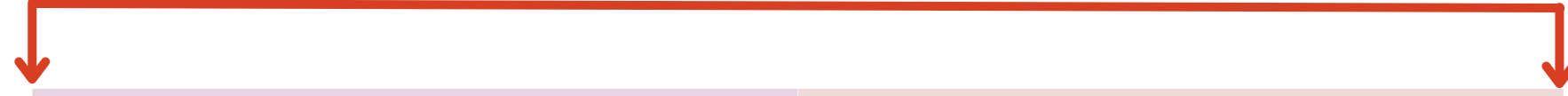


1. Commitment
(Short term)

**2. Service design
and delivery**
(Medium term)

**3. Capacity
Building**
(Long term)

Implementation



Time

07



The why of inclusive leadership

Galvanise team diversity creating a broader community of expertise to draw on.

Transform our approach to innovation.

Future proof the business.

Do good, do better (leadership legacy).

Have a footprint (be practive).

Solve the talent crunch (attraction and retention).



“We can solve the talent crunch and diversity in one, if we open our aperture a little wider.”

Emma Montgomery, CEO Leo Burnett

Source: <https://www.mi-3.com.au/28-06-2021/leo-burnetts-new-ceo-well-beat-consultants-humanity-indies-scale-and-solve-talent-crunch>



It's really about
building anti-fragility.

“Inclusive leadership considers team members’ differences and supports their belongingness to facilitate each team member’s contributions, rather than emphasize the need to assimilate toward collective needs or goals, as is central to transformational leadership.”

T.Ashikali, S.Groeneveld, B.Kuipers

Source: <https://journals.sagepub.com/doi/full/10.1177/0734371X19899722>

Who do I go to for advice? Top 5. (Colleagues, friends, family)

Name.	Age	Female	Race	Disability	First Nations	Pride	Faith	Neurodiverse
<i>Marypriti</i>	✓	✓		✓	✓			✓
<i>Gerry</i>					✓			
<i>Kambo</i>		✓				✓		
<i>Nezi</i>		✓	✓					



The 6 capabilities of inclusive leadership

- | | |
|--------------------------------|--------|
| 1. Commitment | .../10 |
| 2. Curiosity (with compassion) | .../10 |
| 3. Confidence/Courage | .../10 |
| 4. Competence | .../10 |
| 5. Communication | .../10 |
| 6. Creative collaboration | .../10 |
| Total | .../60 |

13



Impact

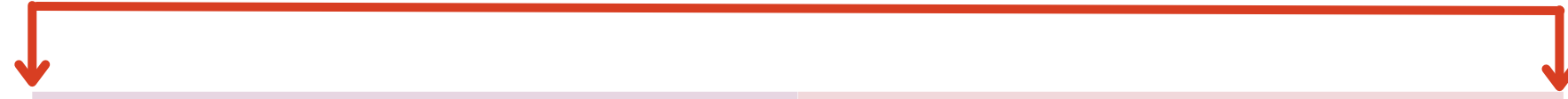


1. Commitment
(Short term)

**2. Service design
and delivery**
(Medium term)

**3. Capacity
Building**
(Long term)

Implementation



Time

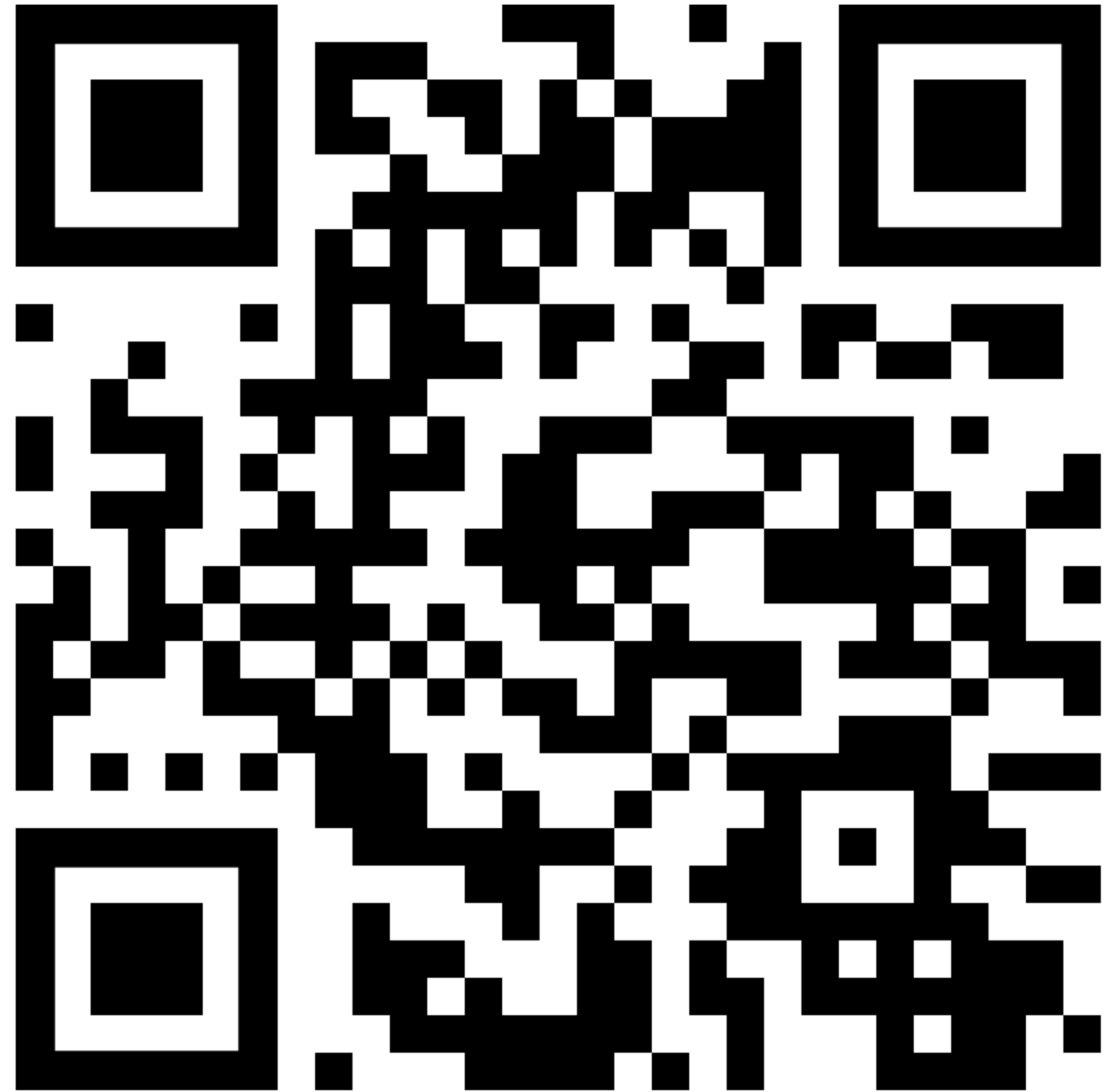


6 complimentary resources

Scan the QR code & write "Inclusive Leadership" in the message box.

1. An e-guide on the 3 key things that keep leaders stuck when driving inclusion in organisations.
2. Your organisational inclusion *framework*.
3. A comprehensive roadmap with 9 key (scaffolded) actions to implement the *Inclusive Service Standards*.
4. 12 key concepts for Inclusive Leaders.
5. An Inclusive leadership *resource guide*.
6. An *inclusive leadership journal* template to develop and grow your inclusive leadership practice.

Or email me at hello@winitha.com.





Winittha

EMBED

Inclusion into how you do business.

hello@winitha.com
www.winitha.com

16

