



INCLUSIVE LEADERSHIP

Inclusive Leadership means guiding others toward shared goals with integrity, fairness, and respect. Great leaders listen, encourage ideas and take responsibility for their mistakes. They focus on the long-term success of their team and organization.



GROWTH LEVELS



Emerging

The Authentic Leader demonstrates self-awareness of their leadership style and values. Prioritizes professionalism, responsibility, and personal growth, fosters collaboration, supports self-determination.

Evolving

The Participatory Leader demonstrates strong ethical judgment by seeking diverse perspectives, fostering conflict resolution, promoting diversity and inclusion, providing constructive feedback, modeling professional values, and creating a safe, open environments.

Leading

The Inspirational Leader recognizes employee potential, coaches discussions on professional values, promotes accountability, fosters ownership and responsibility, develops high-performing teams, and addresses performance issues directly and promptly.

Influencing

The Transformational Leader champions a vision and leads others to buy into it. Creates an environment where all systems support high levels of performance and takes calculated risks to bring forth meaningful change.



Complete your self assessment on Advocacy and email it to yourself and then share with your mentor or someone you trust. [Click here to do a self assessment](#)

TEAM ACTIVITY

Building Bridges of Respect - In person activity

- The 'Building Bridges of Respect' activity encourages teams to brainstorm ideas about how they can show respect for each other.
- Time: 15 minutes
- Materials: Flipchart paper or larger size paper and markers
- Instructions
- Divide the group into small teams of 4-5 members.
- Ask each team to brainstorm ideas about how they can show respect for each other in the workplace. Then, they can write down their ideas on flipchart paper.
- Give them 10 minutes to come up with ideas.
- Once everyone has completed the task, have the group discuss what they came up with.

Facilitate the team building activity above or use a personality assessment tool (such as True Colours) to help your team understand their differences and how to relate to each other. See Brenda Van Houtven for resources for this activity.

ACTIVITIES TO ASSIST WITH COMPETENCY DEVELOPMENT

- Identify 3 actions you have taken that have supported the values of your organization/profession.
- Identify 5 ways to create a safe and open work environment.
- Ask 2 colleagues for ideas on how you can handle a difficult situation you are facing.
- Ask 3 people for feedback on their perceptions of your honesty and ethical behaviour
- Make a list of ways that you reflect the values and ethics of the profession in your day to day performance.
- Identify 5 ways to create a safe and open work environment
- Conduct an audit of your work environment for personal and joint accountability for performance. Consider: Does the team celebrate achievements, do all team members know the goals and objectives? Do you know the challenges and barriers that impact performance? How does your team give credit to each other?
- Meet with your team to discuss a goal they would like to achieve and how you can support them to achieve the goal.



Learn more about the modernized core competencies:

VISIT: <https://dscorecomp.com>





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The 6 C's of Inclusive Leadership

Commitment - be visible and incorporate into organization values.

Courage - be honest and vulnerable

Cognizance of Bias - accept that we are naturally prone to make generalizations and work to understand these.

Curiosity - be curious, not judgmental (Ted Lasso) choose to ask questions and listen.

Cultural Intelligence - seek a deeper understanding of different cultures, their traditions and beliefs.

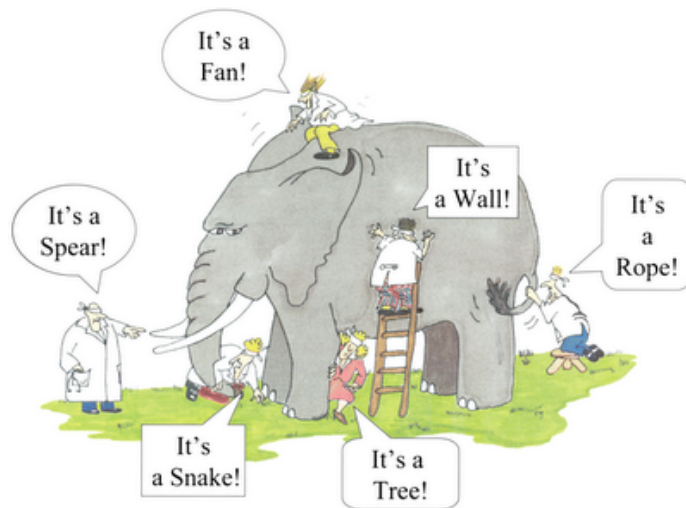
Collaboration - ensure that you are getting feedback from everyone, not just your usual homogenous group.

Curiosity #23 - The Sin of Certainty

🔗 Quotable quotes: "The one sin I have come to fear more than any other is certainty. Certainty is the great enemy of unity. Certainty is the deadly enemy of tolerance."— Conclave

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"Leadership is nurturing the heart, because to lead is to connect on a personal level." - Stacy Campbell



Inclusive Leadership is valuing everyone's perspective.



If you see it, share it!
Recognize your teammates
when you see them do a core competency.
Watch for cards on your home/program
bulletin board for details.

