

# The Diversity, Equity, & Inclusion



# **TOOLKIT**

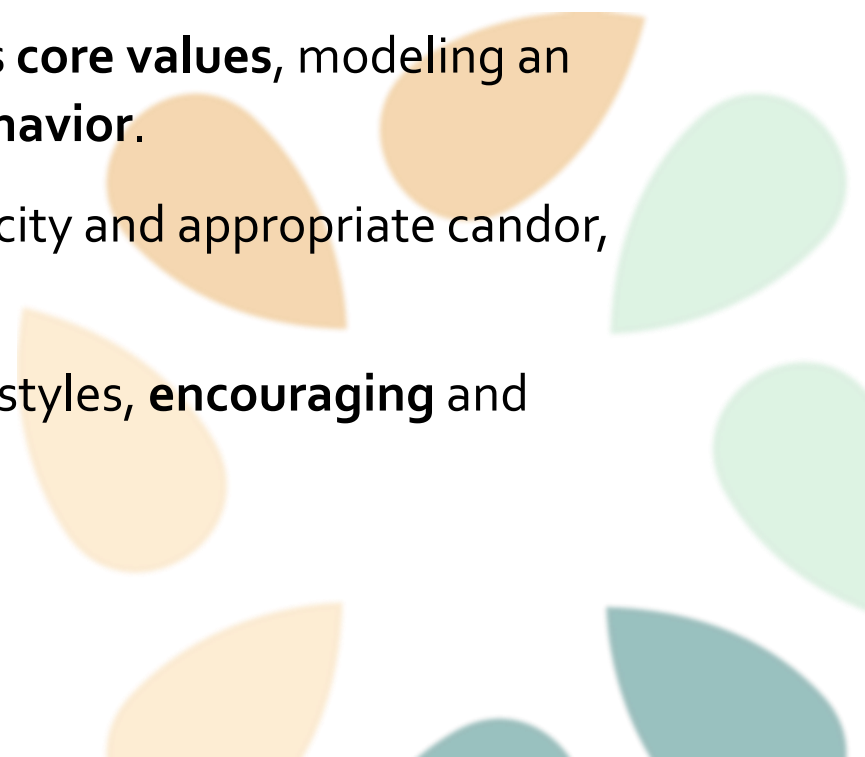
**Culture starts  
with Inclusive Leadership.**



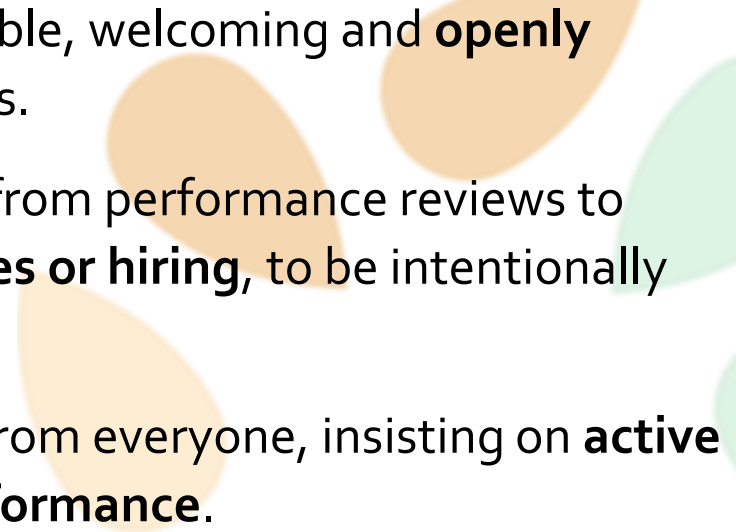
# Inclusive Leadership

- An **essential** part of any organization or team **overcoming barriers** and building an **inclusive culture** is **LEADERSHIP**.
- An inclusive leader believes that **diverse talent** in all its dimensions, when aligned with business needs and objectives, is a **valuable asset** to their company.

# An Inclusive Leader...

- **Defines and lives** their own company's **core values**, modeling an inclusive culture through their **own behavior**.
  - **Actively communicates** with authenticity and appropriate candor, building **trust and rapport**.
  - **Values** different learning and thinking styles, **encouraging** and **recognizing** active **contributors**.
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# An Inclusive Leader...

- **Seeks out and invites** people to the table, welcoming and **openly listening** to new perspectives and ideas.
  - Puts structures and practices in place, from performance reviews to assigning **developmental opportunities or hiring**, to be intentionally inclusive.
  - Aims to encourage and elicit the best from everyone, insisting on **active contribution, accountability, and performance**.
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**Global consultant Korn Ferry** has identified **5 traits and 5 competencies** that help people become inclusive leaders.

These traits and competencies can be **learned, assessed, and improved upon.**

# 5 Traits of an Inclusive Leader

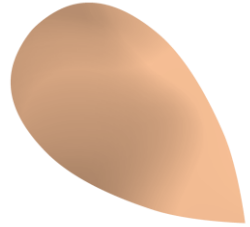
**Authenticity**

**Emotional Resilience**

**Self-Assurance**

**Inquisitiveness**

**Flexibility**



# 5 Core Competencies of an Inclusive Leader...

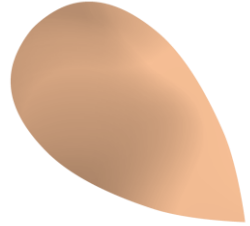
**Builds Interpersonal Trust**

**Integrates Diverse Perspectives**

**Optimizes Talent**

**Applies an Adaptive Mindset**

**Achieves Transformation**





THE 5 DISCIPLINES OF

# INCLUSIVE LEADERS

UNLEASHING THE POWER OF ALL OF US



## Find out more...

About the 5 most important disciplines of Inclusive Leaders



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