



CMC BUSINESS PSYCHOLOGY LTD

A series of five dark red circles of varying sizes are arranged vertically on the left side of the slide, with the largest circle at the top and the smallest at the bottom.

INCLUSIVE LEADERSHIP

23rd Jan 2018



"Diversity is being invited to the party; inclusion is being asked to dance"

Verna Myers



OVERVIEW OF PRESENTATION

Journey of Diversity

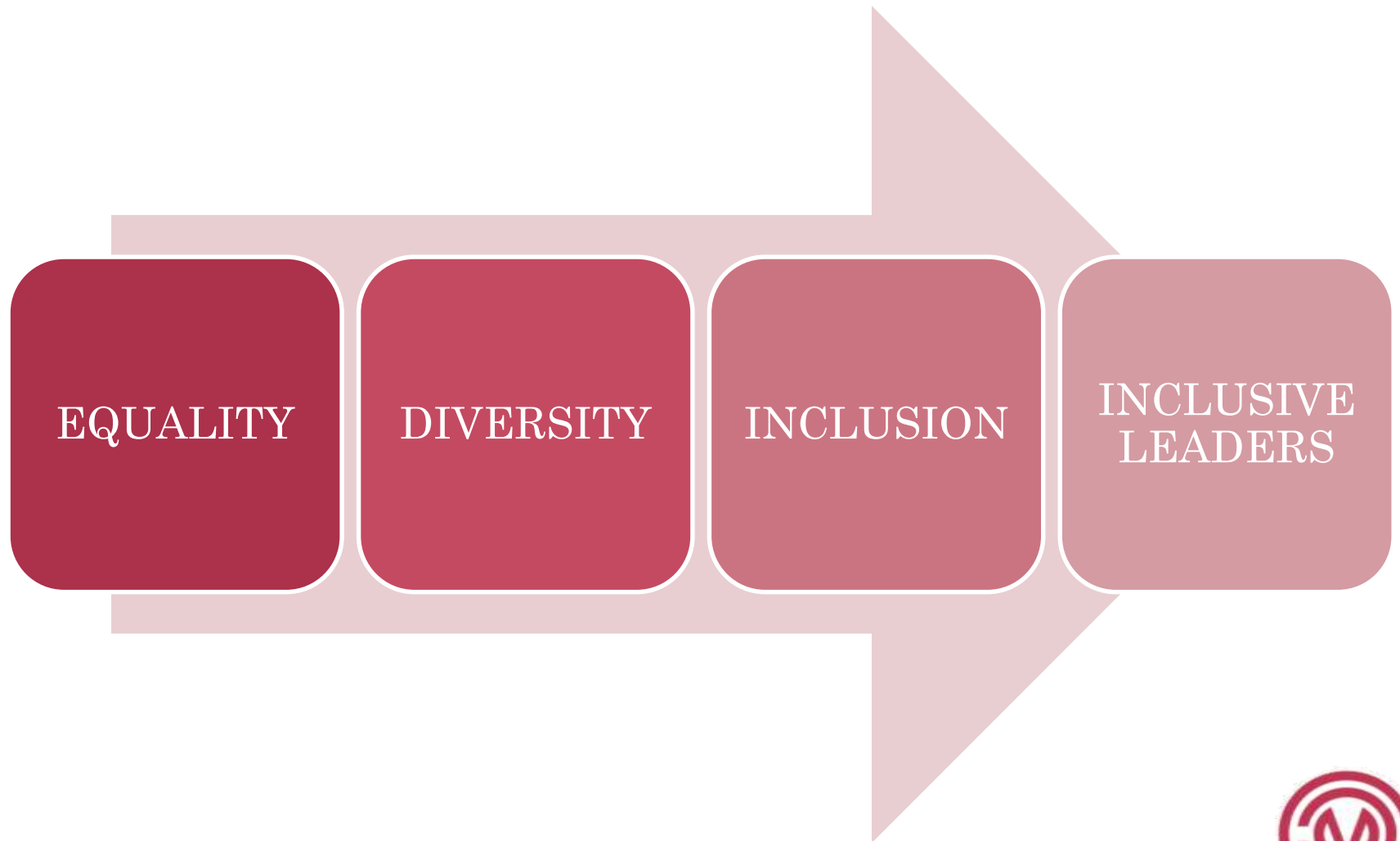
Trends and Influences

Inclusive Leadership

Bias and inclusion



JOURNEY OF DIVERSITY AND INCLUSION



“Equality is being invited into the room, Diversity is getting a seat at the table. Inclusion is sharing your views and being heard. An inclusive leader enables all of this to happen”

(Sweeney & Bothwick, 2016)



TRENDS INFLUENCING DIVERSITY AND INCLUSION

GLOBALISATION

WAYS OF WORKING

MEDIA

EMPLOYEE ENGAGEMENT

INNOVATION AND CREATIVITY

EMPLOYEE/EMPLOYER BRAND

PRODUCTIVITY

TALENT POOLS

AWARENESS



INCLUSIVE LEADERSHIP



INCLUSIVE LEADERSHIP SKILLS

EMPATHY

SELF
AWARENESS

PERSUADABLE

COMMUNICATION

INTEREST IN
OTHERS

EMOTIONAL
INTELLIGENCE

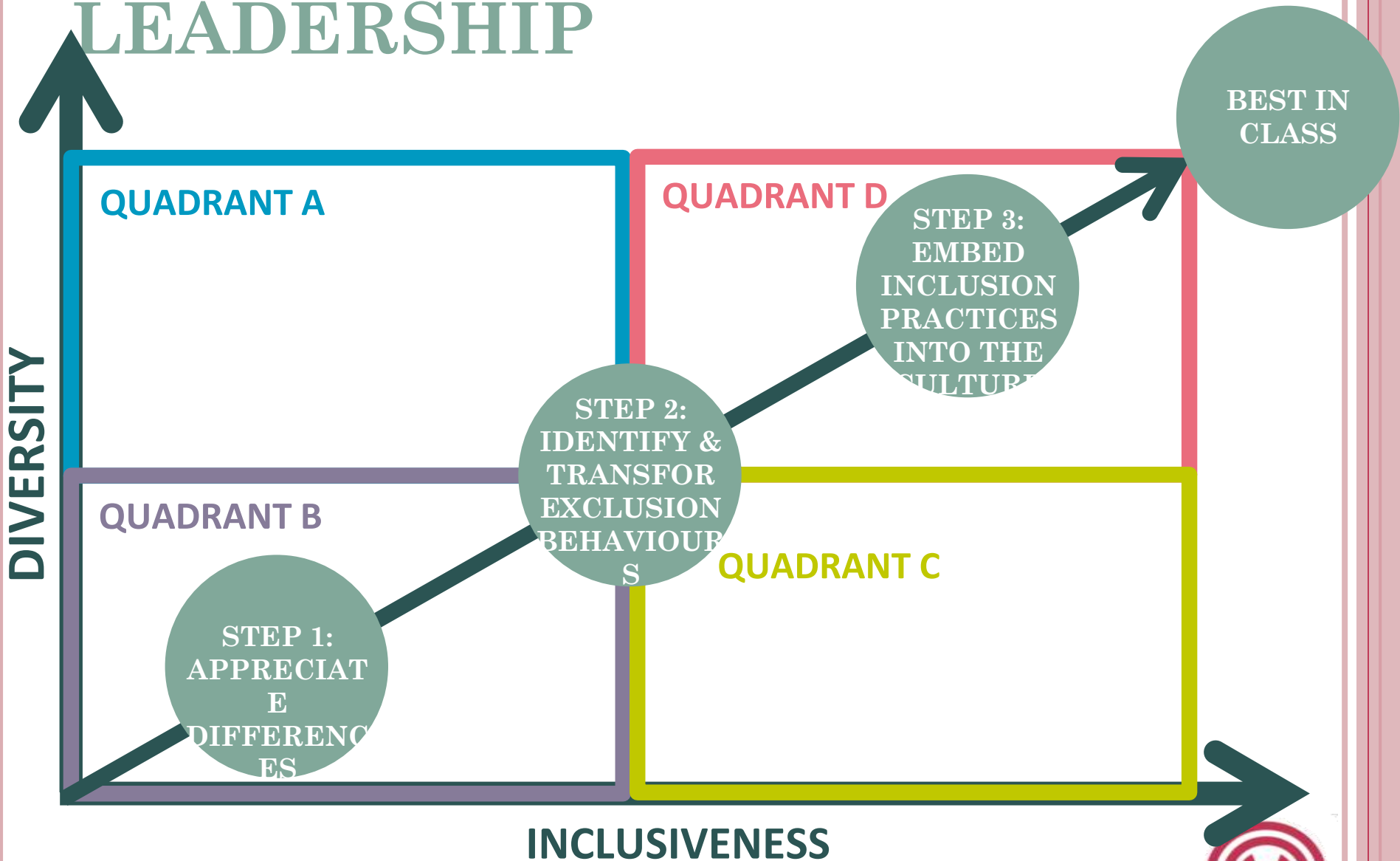
CULTURAL
AWARENESS

SOCIAL CAPITAL

FLEXIBLE



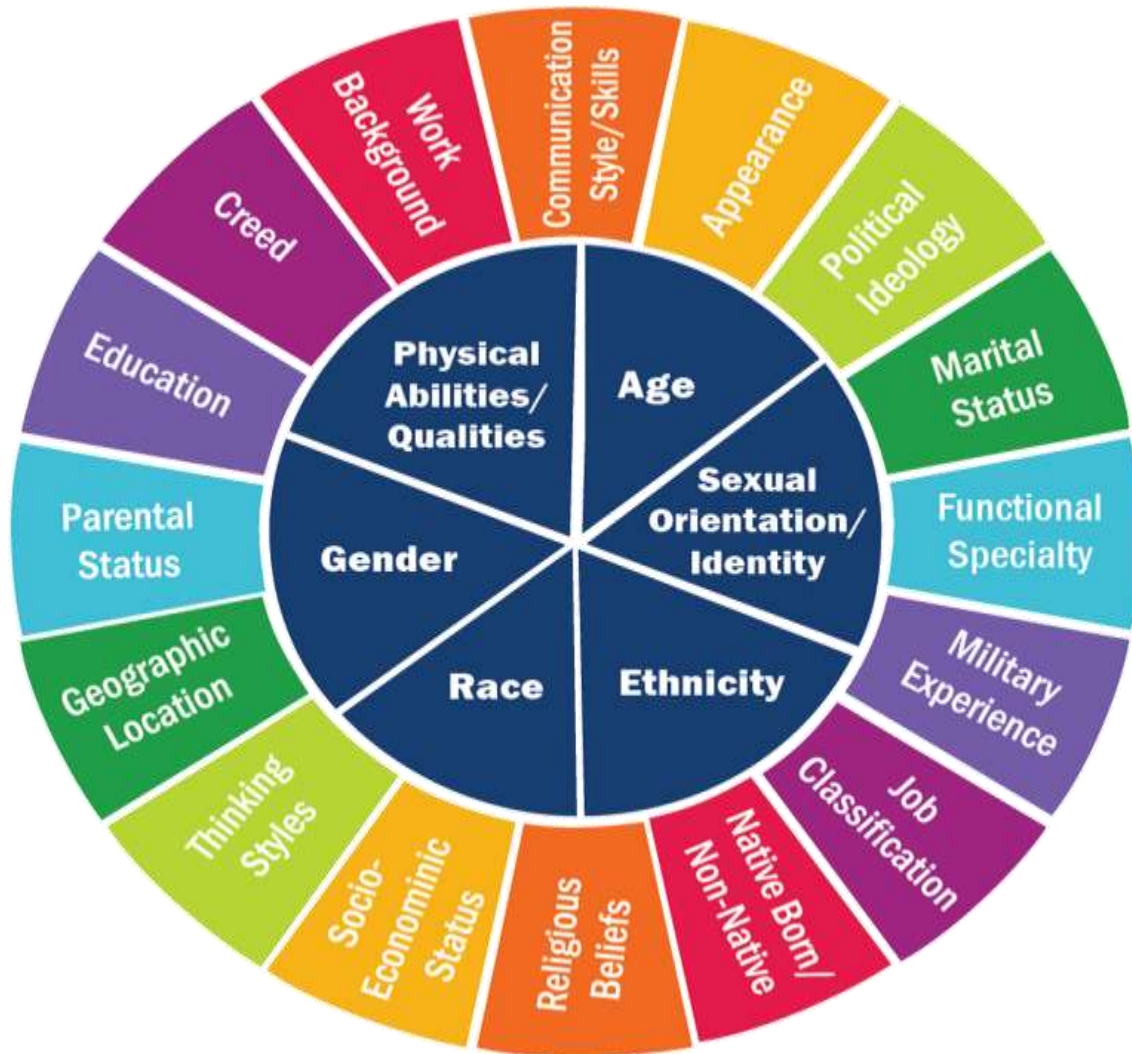
DEVELOPING INCLUSIVE LEADERSHIP



Schmitz, J., & Curl, N. (2006). The guide for inclusive leaders



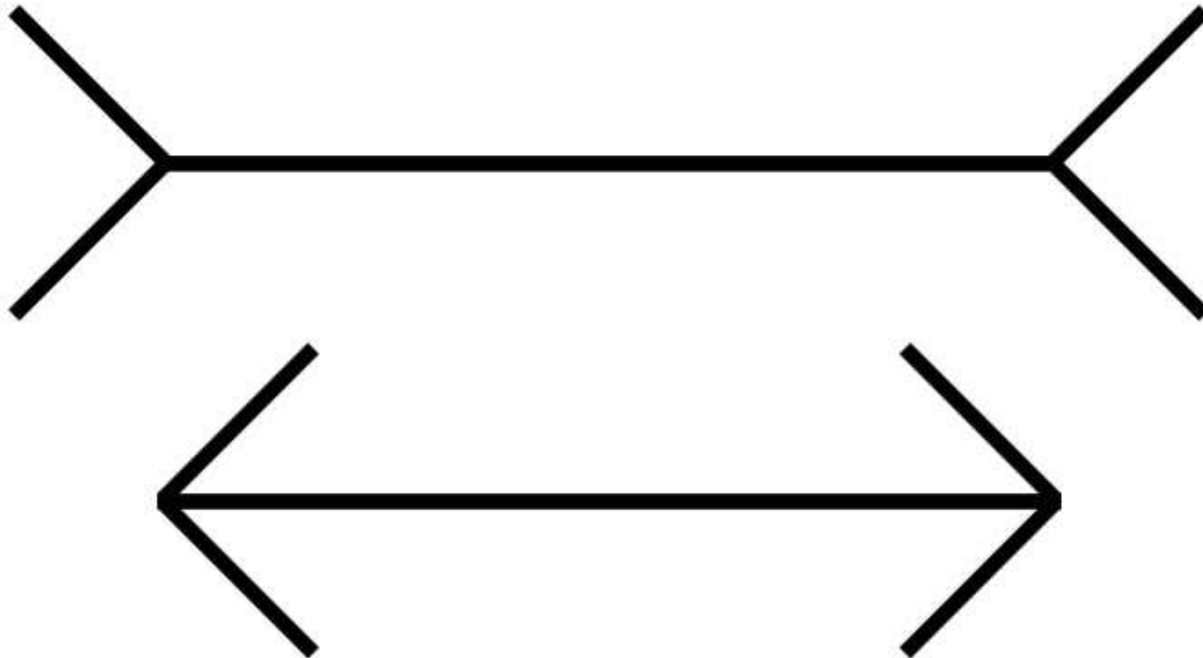
STEP 1 – APPRECIATE DIFFERENCES

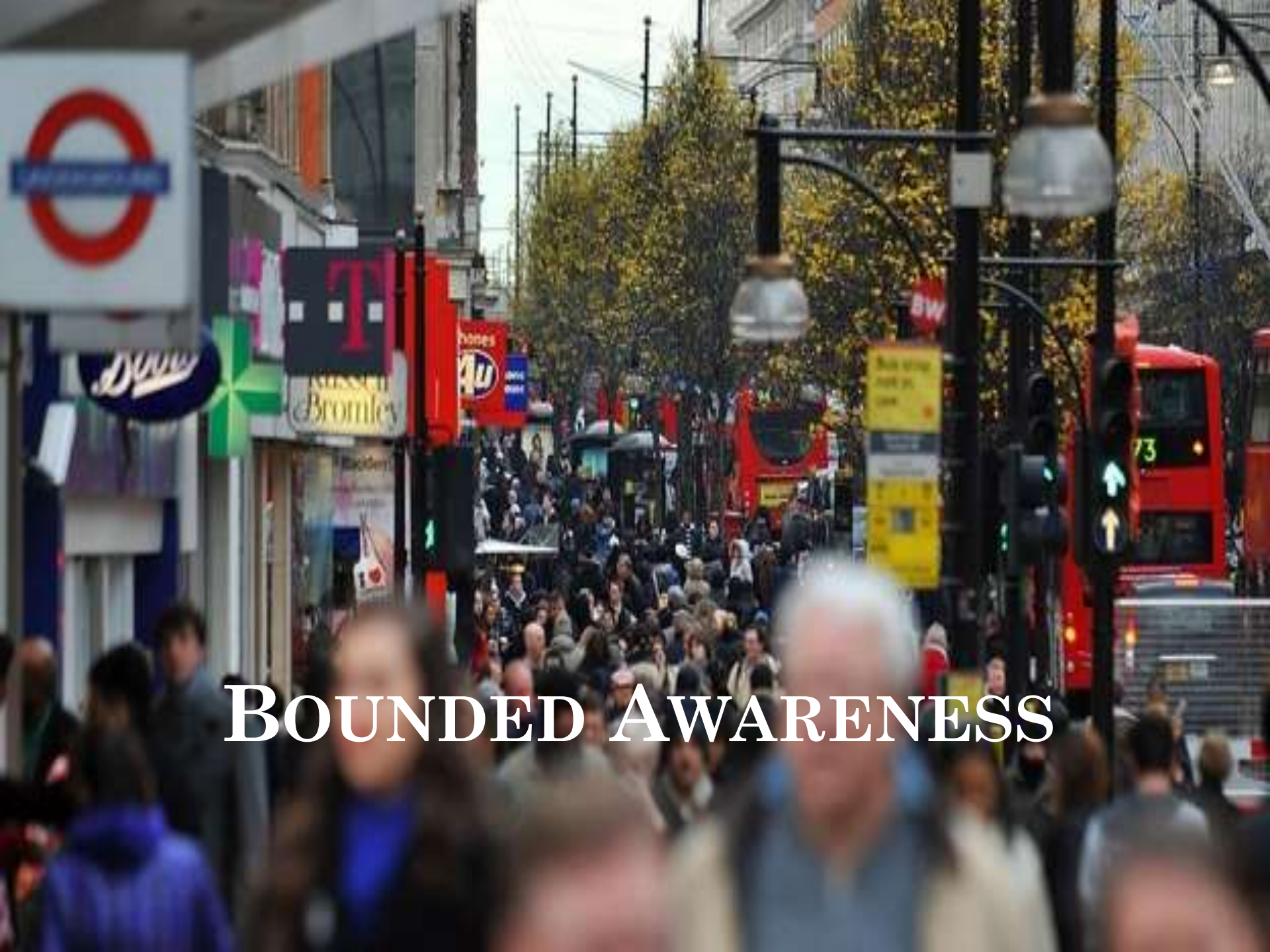


STEP 2 – IDENTIFY EXCLUSION BEHAVIOURS

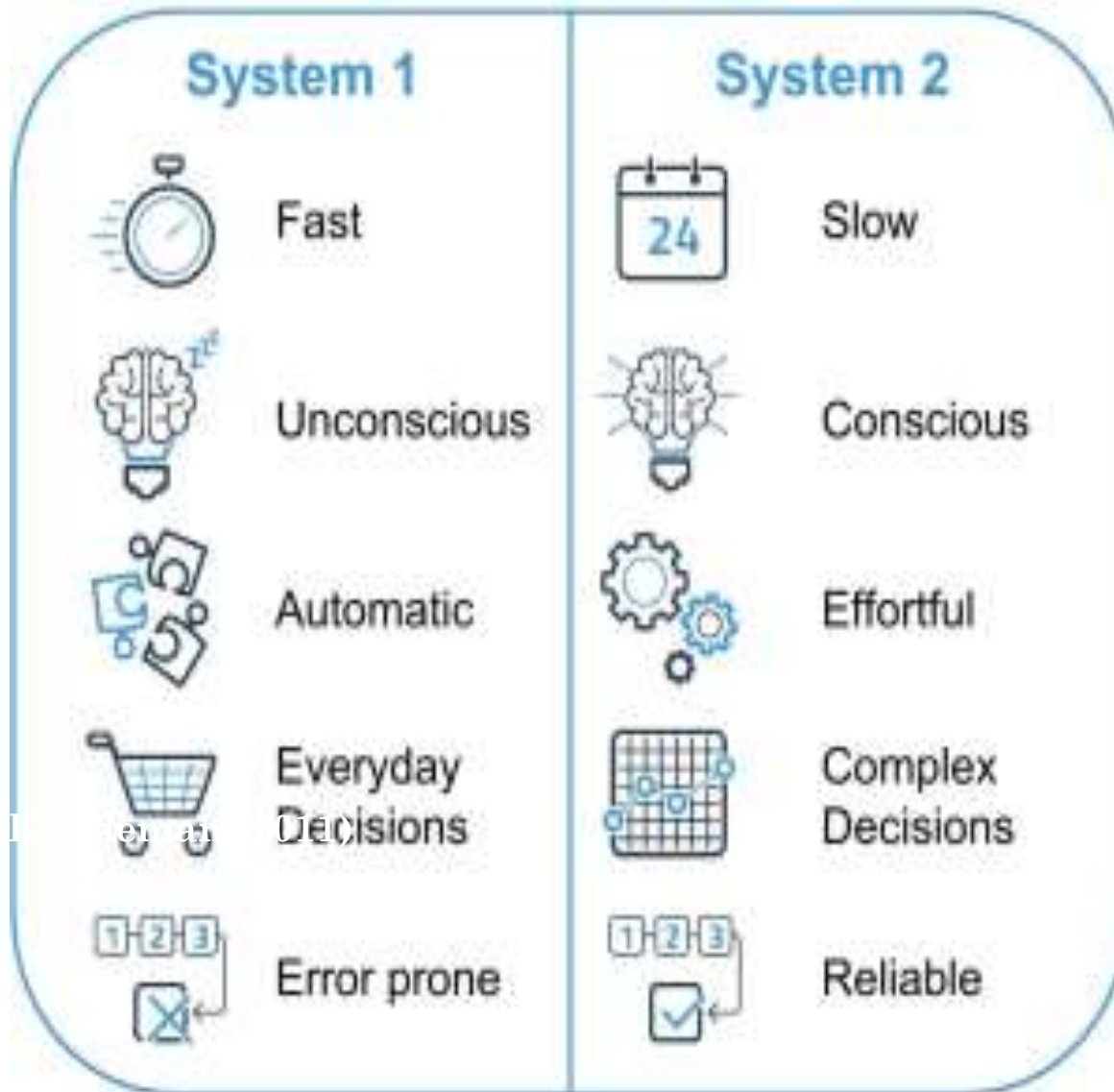


MULLER-LYER ILLUSION





BOUNDED AWARENESS



Kanneman, D. (2011). Thinking Fast and Slow



STROOP TEST

BLUE

GREEN

YELLOW

PINK

RED

ORANGE

GREY

BLACK

PURPLE

TAN

WHITE

BROWN



AFFINITY BIAS



HALO EFFECT



CONFIRMATION BIAS



SIMILARITY BIAS



STEP 3 – IMBED INCLUSION BEHAVIOURS

Can you think of
leaders or
organisations who
make decisions that
are inclusive of the
views from others?



STEP 4 – BEST IN CLASS



I PROMISE TO
I PROMISE TO
I PROMISE TO
I PROMISE TO
I PROMISE TO





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