



# Inclusive leadership

Leadership capabilities including mindsets, knowledge, skills, and behaviours that leaders possess which make their teams and organisations inclusive.

## HOW TO DEVELOP AN INCLUSIVE LEADERSHIP MINDSET

- Turn inward to deepen your self-awareness
- Recognise how your experience has shaped your perspective
- Understand your biases and blind spots

- Turn outward and practice curiosity and openness
- Recognise how their experiences have shaped their perspective
- Listen to understand
- Increase your cultural intelligence (CQ)

## BENEFITS OF INCLUSION FOR ORGANISATIONS



Psychological Safety



Productive Conflict



Innovation



Team Engagement



Employee Retention



Legal Risks



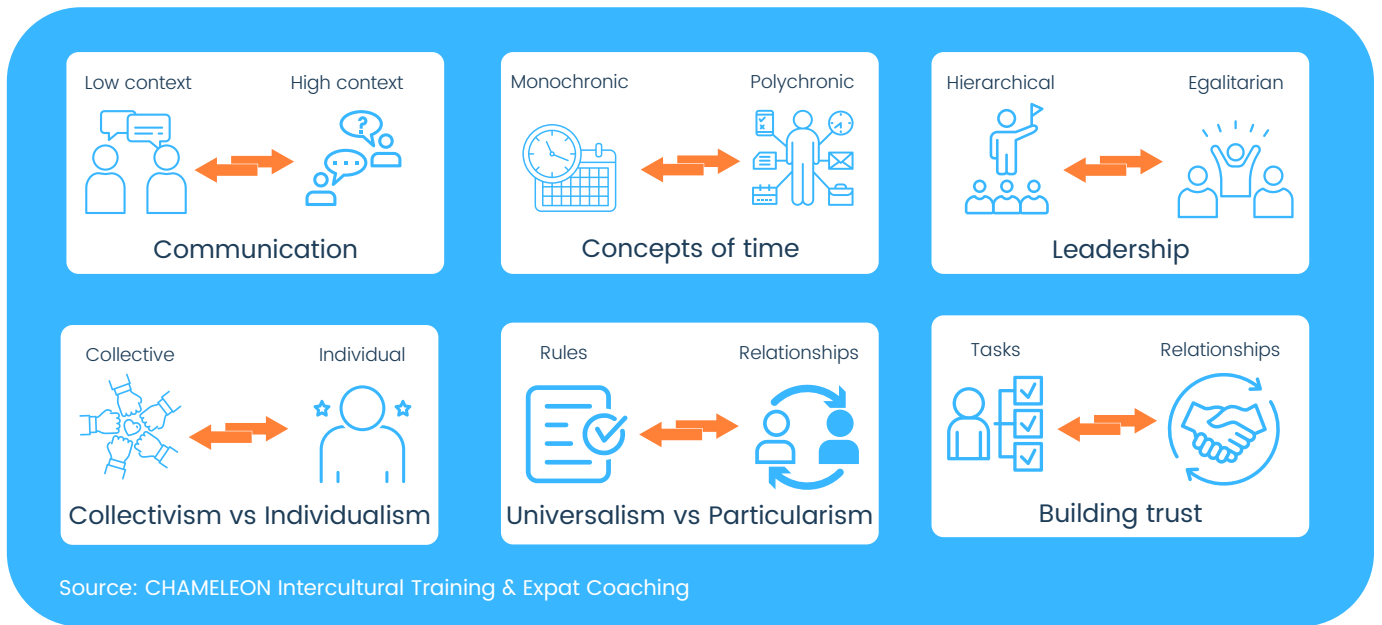
Wellbeing



Profits & Performance

“ Inclusive leadership is not a destination. It's a journey that requires humility, curiosity and courage. *Thais Compoint* Succeed as an Inclusive Leader ”

## UNDERSTANDING CULTURAL DIFFERENCES



## STRATEGIES FOR BUILDING RELATIONSHIPS ACROSS CULTURES

- Be aware of your own biases
- Educate yourself – customs, traditions, learn names with correct pronunciation etc.
- Build connections – be willing to share about yourself – family, values, hobbies etc.
- Change style appropriately when a cross-cultural encounter requires it
- Share a meal and get to know the team

## CULTIVATING A CULTURE OF BELONGING AND INCLUSION



## INCLUSION CONVERSATION STARTERS

- Do you feel like you belong here? Why or why not?
- Was there a time when I made you feel included? What did I do to foster that?
- Was there a time when I could have done more to make you feel included? How?
- What could I do differently right now?
- What could I do differently in the future?
- How can I create a more inclusive environment on this team?

Source: Inclusion on Purpose: An Intersectional Approach to Creating a Culture of Belonging at Work, by Ruchika Tulshyan

## REFERENCES & ADDITIONAL RESOURCES

### Books

Inclusion on Purpose: An Intersectional Approach to Creating a Culture of Belonging at Work, by Ruchika Tulshyan

Succeed as an inclusive leader: Winning leadership habits in a diverse world, by Thais Compoin

### Websites

Diversity Council of Australia ([www.dca.org.au](http://www.dca.org.au))

Inclusive Leadership Compass ([www.inclusiveleadershipcompass.com](http://www.inclusiveleadershipcompass.com))

### Podcasts

"The Heart of Leadership, Part 1 & 2" Dare to Lead podcast episode with Aiko Bethea & Ruchika Tulshyan

# Contact us



[hello@bluebirdleadership.com](mailto:hello@bluebirdleadership.com)