
AWS
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The business of belonging: Leaning into inclusive leadership

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Learning objectives

As a result of attending this session, you will:

- Become more aware of your behaviors and how to adapt them to get the best from people
- Learn about five competencies of an inclusive leader
- Take away a reflection checklist to guide you on your inclusive leadership journey

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Setting the scene

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Setting the scene

- Leadership and management are not the same
- A leader can be a person of influence without hierarchical management position
- Your inclusive leadership style will depend on you
- Inclusive leadership is as much what you do as it is who you are!
- You must be intentional to cultivate your inclusive leadership style

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Cultivating your inclusive leadership style

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5 competencies of inclusive leaders

Ideal influence: inspiring others through vision

- ❑ Do you model positive and inclusive behaviors?
- ❑ Do you speak out and challenge when you think decisions are not fair for all?
- ❑ Are your behaviors aligned to company values?

Healing: respecting employee well-being

- ❑ Do you show respect and support the well-being of others?
- ❑ Do you respect the work/life harmony of others?

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5 competencies of inclusive leaders

Growth: providing growth opportunities, allowing autonomy, and valuing unique contributions

- ❑ Do you ensure that work opportunities are provided fairly?
- ❑ Do you develop all your team members?

Listening: listening to the opinions of others

- ❑ Do you actively seek out other views, even if they challenge your own thinking patterns and assumptions?

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5 competencies of inclusive leaders

Stewardship: servant leaders committed to mutual good instead of self gain

- ❑ Do you create win-win situations for all?
- ❑ Do you try and obtain the best possible outcomes for everyone?

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Self-reflection

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Self-reflection after the session

After today's session, take time to reflect. Ask yourself, do I...

1. Maintain a culture where people can be their best authentic self at work?
2. Enable people to feel safe and valued enough to express views, provide challenge, and ask questions without fear of negative consequences?
3. Challenge language and behaviors that exclude anyone, even micro ones?
4. Treat people fairly and avoid being perceived as having favorites?
5. Make sure that everyone has access to knowledge and informal networks needed for their professional growth and career progression?
6. Manage my own bias and how I may impact others?

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Thank you!

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