



Inclusive Leadership

*8 Behaviors to Lead
Everyone*

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INCLUSIVE LEADERSHIP

Why Now?



Behaviors Matter

The “T” word





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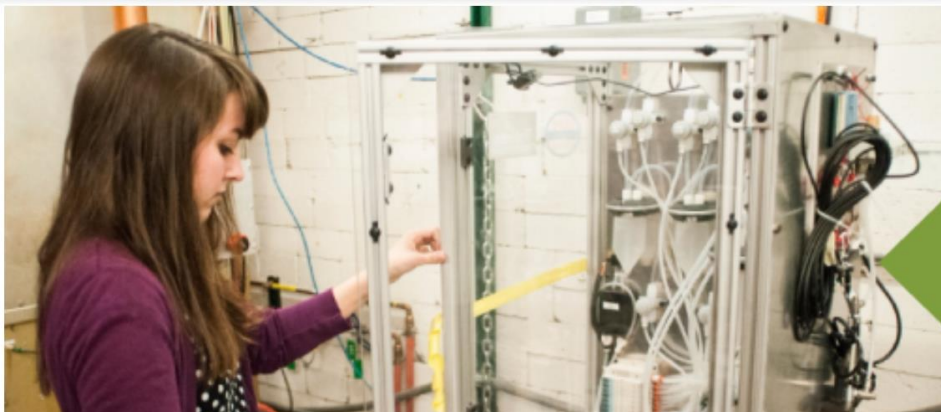
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NUCLEAR PHYSICS GRADUATE PROGRAM AT MSU RETAINS **NO. 1 NATIONAL RANKING** IN LATEST REPORT

How Do I Build Trust?



GOOD LEADERSHIP



CONTRIBUTE FAIR SHARE



OFFER EACH OTHER SUPPORT

Being Intentional about
Building Trust is the Foundation
of Inclusive Leadership



8 Trust Building Behaviors

for Inclusive Leaders

8 Trust Building Behaviors for Inclusive Leadership

Offer support;
Demonstrate
Empathy

Listen Actively

Provide
Opportunities
Thoughtfully

Model Inclusion

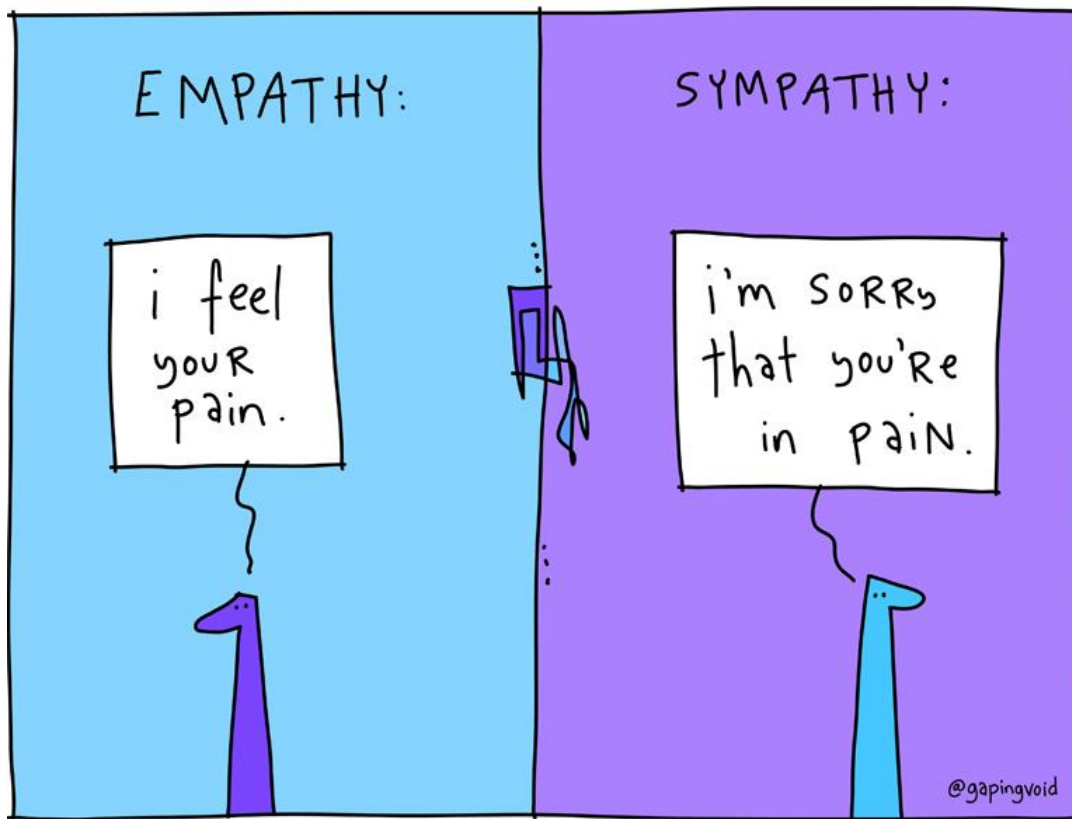
Strive For Equity

Self-Regulate

Stay Curious

Continuously
Learn

1. Offer Support, Demonstrate Empathy





2. Listen Actively

“I think that the beauty and genius of music is the space between the notes.”


- Joe Sample



3. Provide Opportunities Thoughtfully



4. Model Inclusion



Intercultural Development Inventory v.3 (IDI)

**INDIVIDUAL
INTERCULTURAL
DEVELOPMENT PLAN (IDP)**

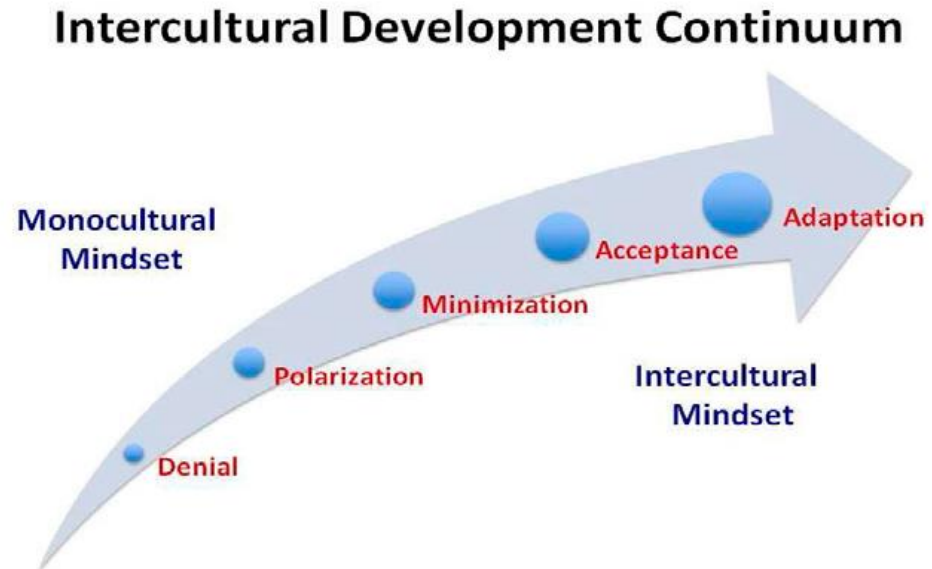
Prepared for:
Natalie Loeb

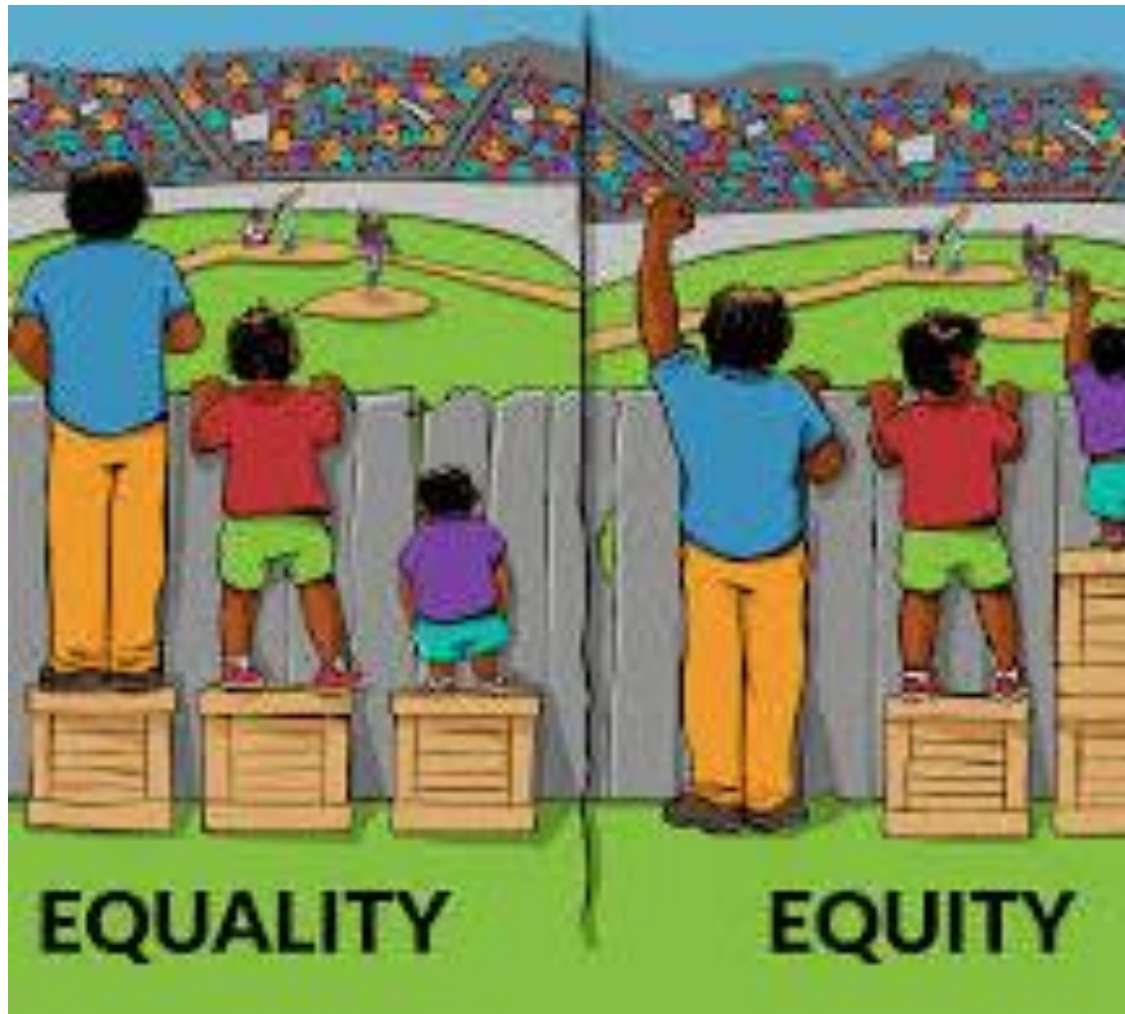
Prepared by:
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IDI, LLC

For information or ordering the IDI, contact:
www.idinventory.com

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5. Strive
for
Equity

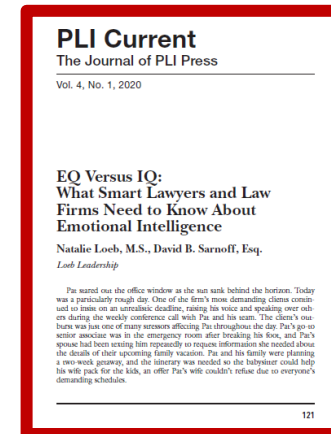
6. Self-Regulate

Self-regulation is the ability to control or re-direct disruptive impulses and moods; the propensity to suspend judgment and to think before acting.

- Daniel Goleman, What Makes a Leader, 2004

There are five distinct components of **Emotional Intelligence**:

1. Self-awareness
2. **Self-regulation**
3. Internal (or intrinsic) motivation
4. Empathy
5. Social skills





**RISE TO INCLUSION:
TRY CURIOSITY INSTEAD OF
CONFLICT**

By Natalie Loeb, Founder & CEO of Loeb Leadership,
a certified woman owned business.

**What is right, can never
be impossible!**

-Captain Sir John Lindsay, in the film Belle

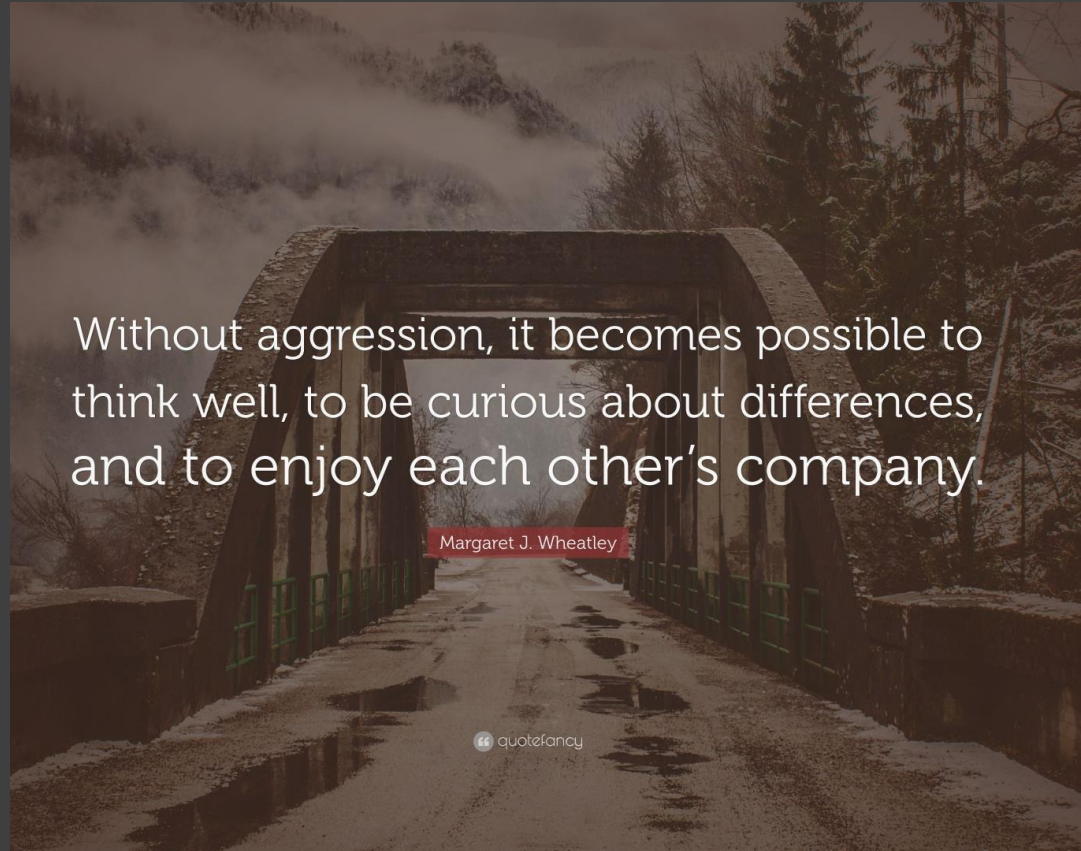
Almost ten years ago I had the privilege to present at a NALP (www.NALP.org) conference. I was one of four coaches speaking to a group of law firm professionals about the use of executive coaching in law firms. Attendees at the presentation were offered a 30-minute on-the-spot coaching session to get a sampling of how coaching works. As attendees entered the conference room set aside for the coaching, they could choose any available coach to engage in a session.

When Tracey West, the Associate Dean of External Relations, Diversity & Inclusion at Boston College Law School approached the conference room, she made a bee-line straight to me. She said, "I'd like you to be my coach. Is that ok?" I welcomed Tracey and we went to find a quiet place to sit and talk. Before we started the coaching session, Tracey told me, "I really enjoyed your section of the presentation, and I knew right away I wanted to work with you. Look, I even wrote in my notes,

"the engaging black coach." I smiled, looked at my notes, felt very humbled as Tracey described me as "engaging", and then looked at Tracey and said "You think I'm black?" And she nodded and smiled while saying "Yes." I immediately asked Tracey, "Are you?" Tracey said "of course." And I said, "Wow, I thought you were white... and by the way, I'm not black, I'm white." We both roared with laughter at how wrong we both were, however, it led to a great conversation and an even better professional and personal relationship.

So other than laugh, what did we do next? We did what lots of mothers do and showed each other pictures of our kids and commented on their color too. My white son looked darker than her black children. We laughed. And then I showed her my daughter with fair skin, blond hair and green eyes and we laughed again about the unpredictability of genes. Our curiosity about each other, our cultures, backgrounds and life experiences provided the stage for candid, respectful and open communication. Since we approached each other with curiosity, a safe space for genuine and candid conversation developed. I asked Tracey about being a black woman in America today and Tracey inquired about my ethnic and religious background as an Ashkenazi Jew. (https://en.wikipedia.org/wiki/Ashkenazi_Jews)

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7. Stay Curious

ALL READ
RE LEADER
ALL LEAD
RE READER
- *Harry S. Truman*

8. Continuously Learn





8 Trust Building Behaviors for Inclusive Leadership

1. Offer support; Demonstrate Empathy

2. Listen Actively

3. Provide Opportunities Thoughtfully

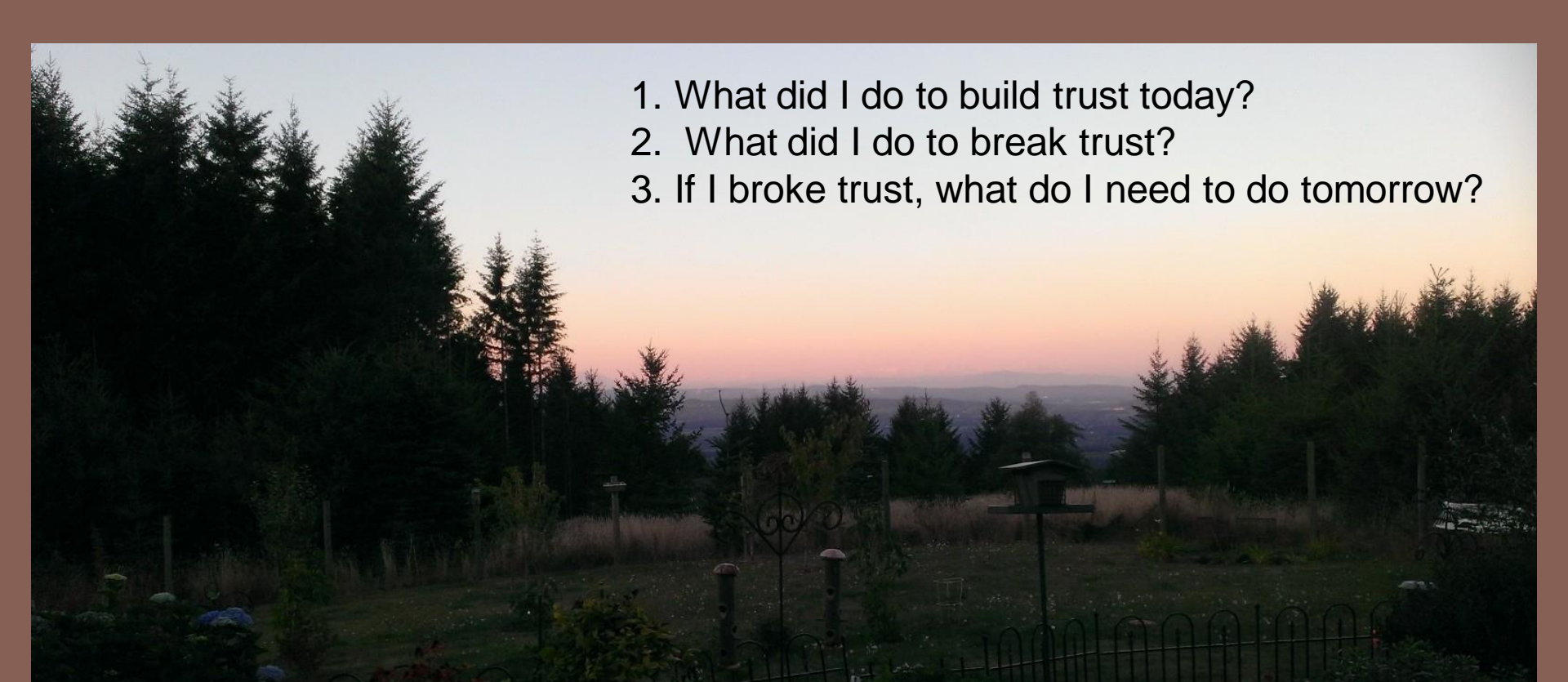
4. Model Inclusion

5. Strive For Equity

6. Self-Regulate

7. Stay Curious

8. Continuously Learn

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1. What did I do to build trust today?
 2. What did I do to break trust?
 3. If I broke trust, what do I need to do tomorrow?

Being an Inclusive Leader



Lead Everyone!

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Thank you!

