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**.
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**.
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
Find out more…

About the 5 most important disciplines of Inclusive Leaders
The Diversity, Equity, & Inclusion TOOLKIT