Become an Inclusive Leader

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CEO

JONES

JONES

Our Mission

To develop leaders and organizational systems that counter oppression through diversity, inclusion & organizational excellence

SmartRecruiters
YOU ARE WHO YOU HIRE

HIRING EU SUCCESS

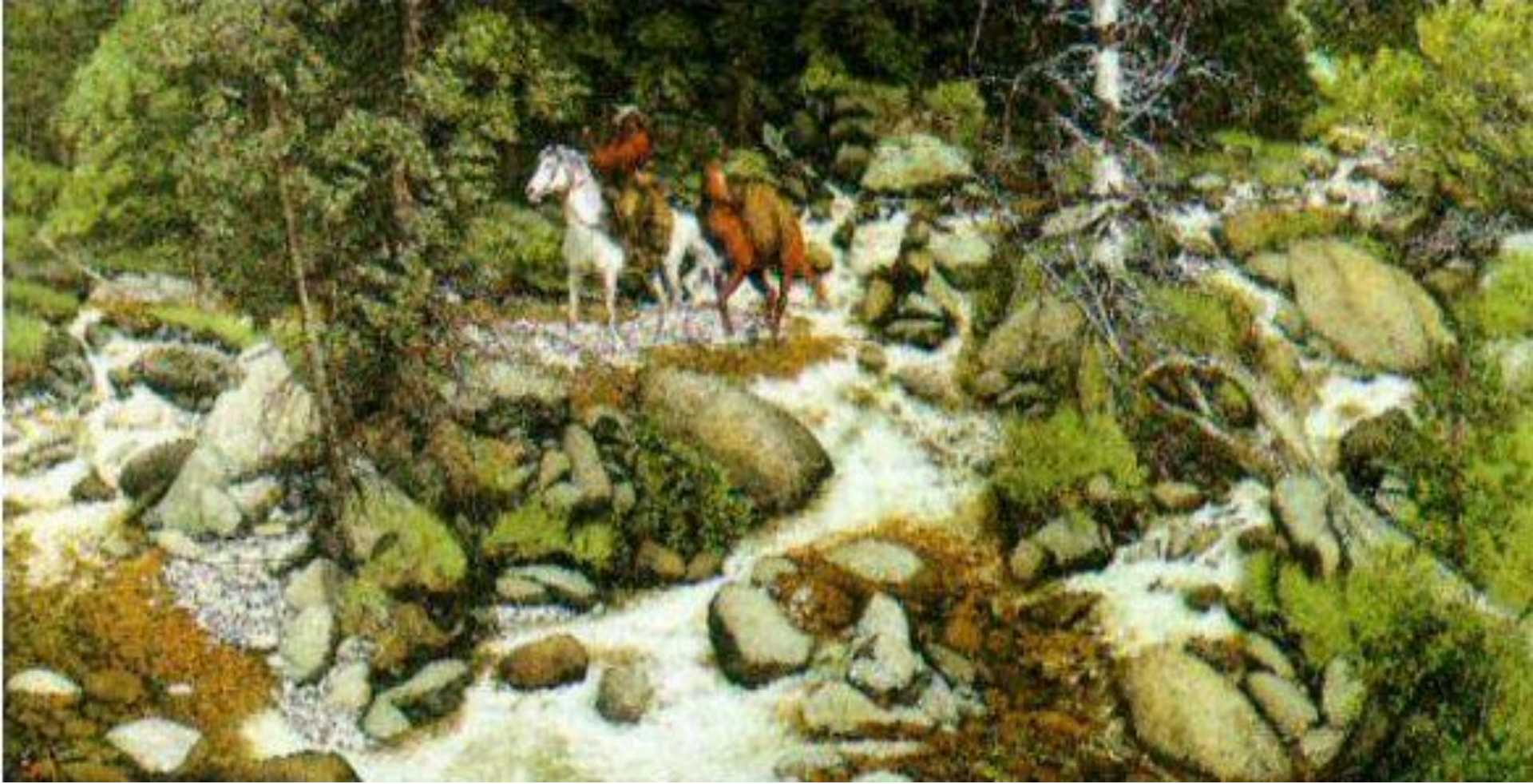
JONES

OVER 20 YEARS OF DEVELOPING LEADERS

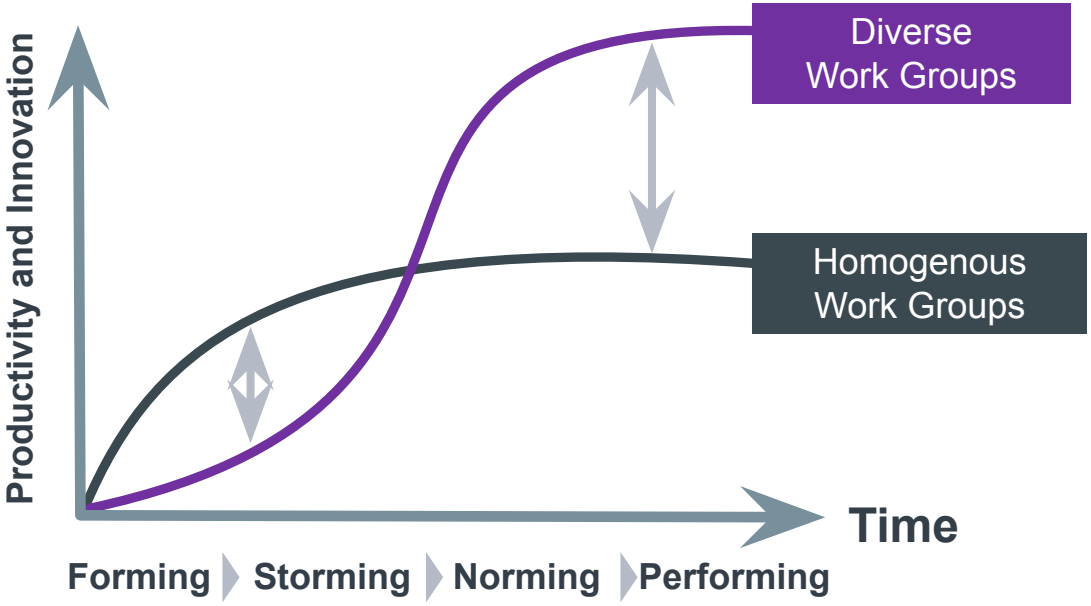
Our clients include:

www.JonesInclusive.com

what do you see?



Diversity and Inclusion Drive Productivity

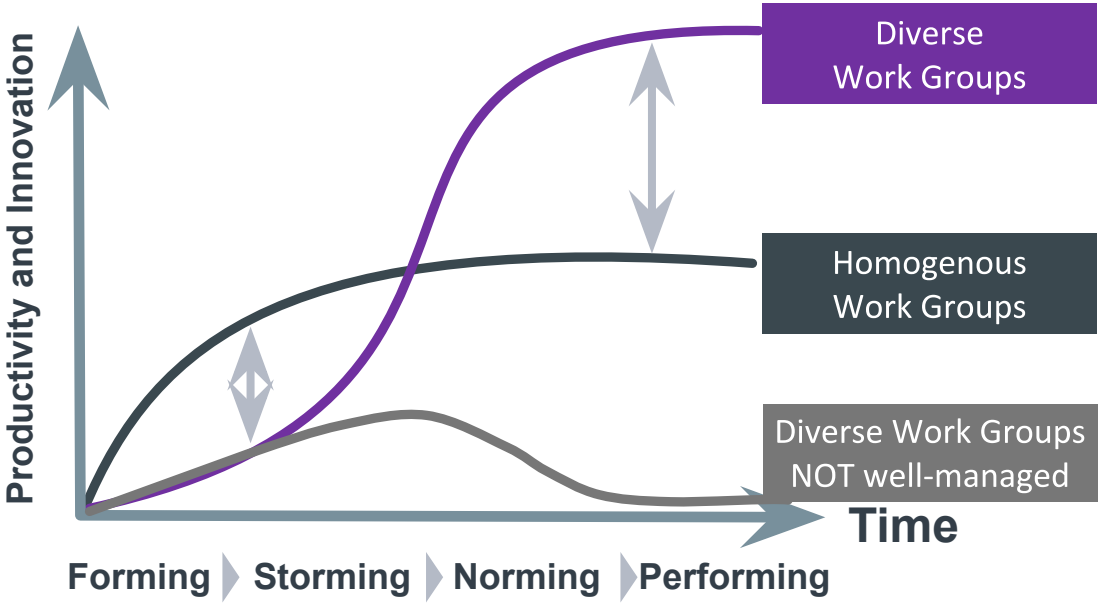


Inclusive leadership is defined as a leadership style that embraces, encourages and taps into the creativity and ideas that come about in diverse groups.

(Shapiro, Wells, & Sanders, 2011)

1
Psychological Safety
Team members feel safe to take risks and be vulnerable in front of each other.
2
Dependability
Team members get things done on time and meet Google's high bar for excellence.
3
Structure & Clarity
Team members have clear roles, plans, and goals.
4
Meaning
Work is personally important to team members.
5
Impact
Team members think their work matters and creates change.

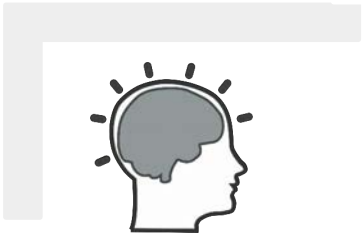
Diversity and Inclusion Drive Productivity



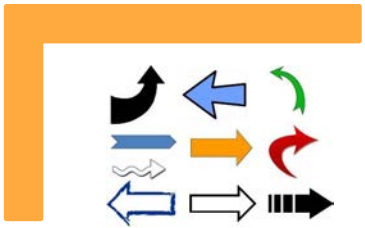
Diversity for Higher Performance

*The **value proposition** of diversity and inclusion…*

*Diversity of **thought** is informed by diversity of experiences.*



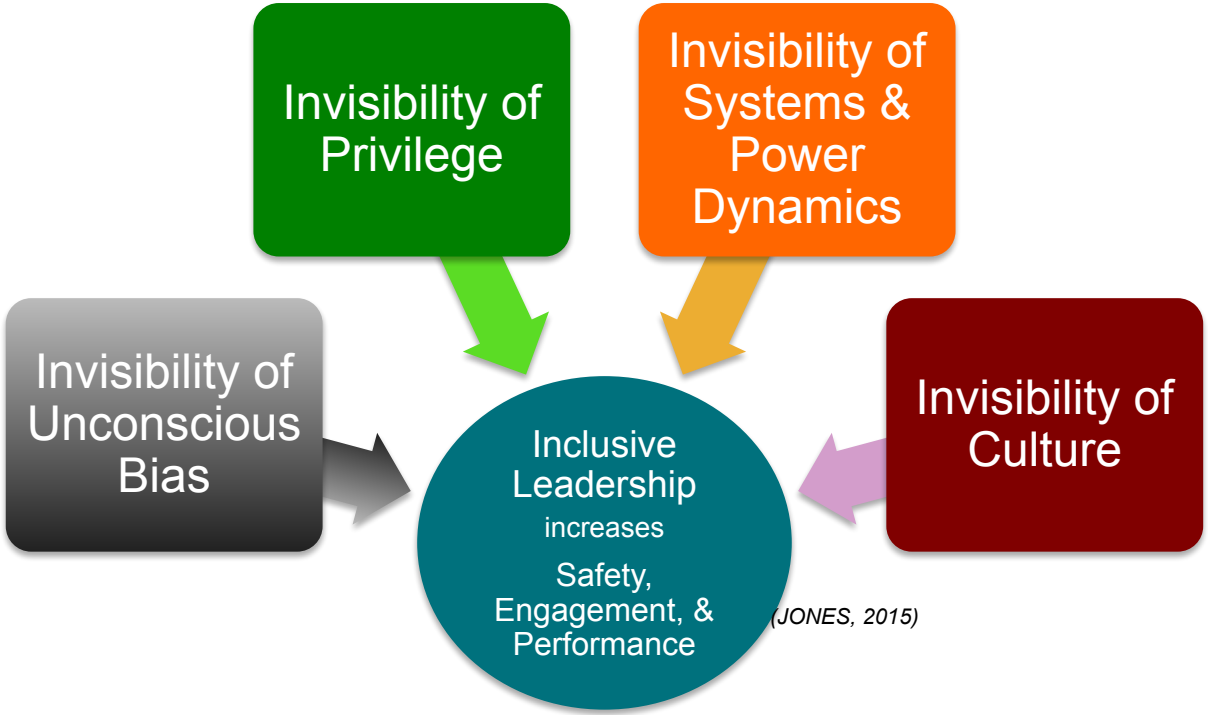
*Diversity of **experiences** is enhanced by diversity of background.*



*Diversity of **background** is fueled by diversity of people.*

*Diverse **people** contribute their best in an inclusive environment.*

4 Invisible Barriers to Inclusive Leadership



(JONES, 2015)

We don’t see things as they are,
we see them as we are

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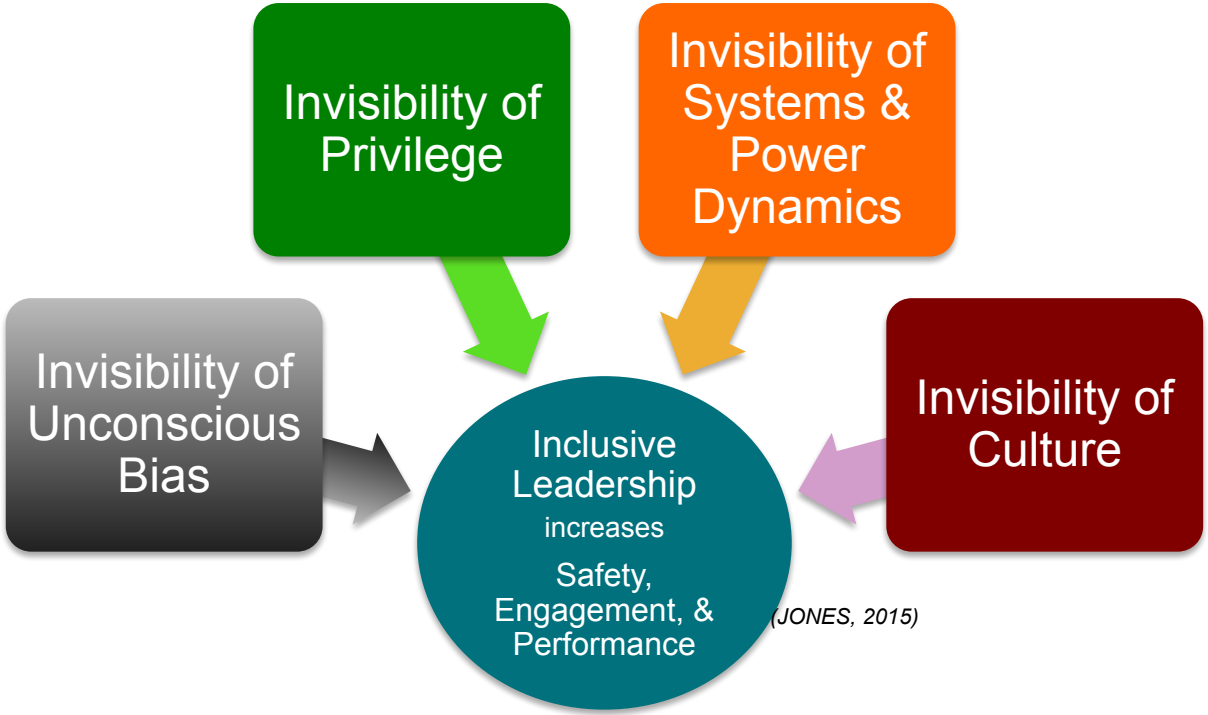
Typoglycemia:

- the ability to read text even though the interior letters are scrambled.

4 Invisible Barriers to Inclusive Leadership



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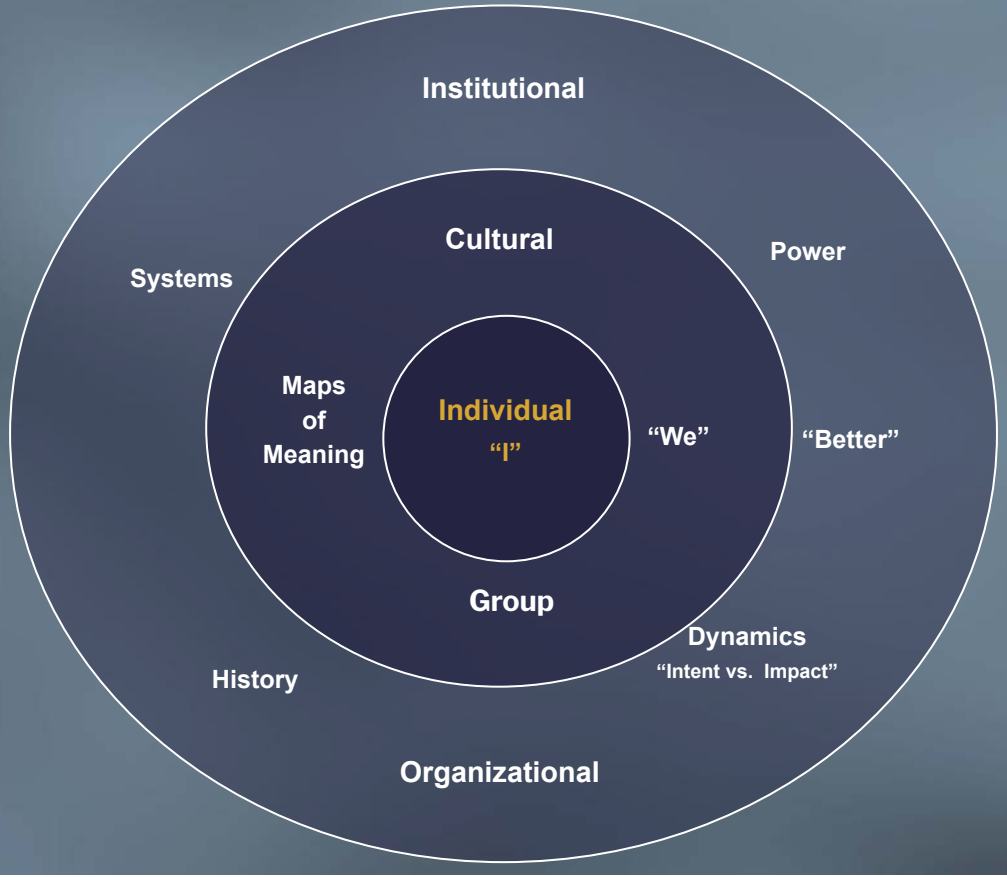
Levels of Understanding Diversity



ONE-UP

See individual acts

Blind to “group-ness”

Privilege/advantage is invisible

Create the system from their own beliefs, viewpoints, values, etc.

Give stay-in-line messages to members of both groups in order to maintain status quo

Focus is on: intent, “don’t be a victim,” how far we’ve come

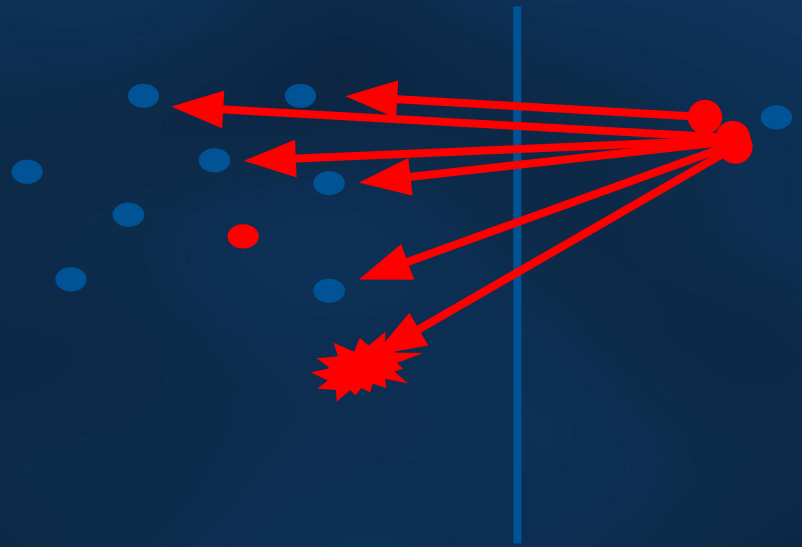
ONE-DOWN

See patterns of behavior

Well aware of “group-ness”

Disadvantage is well known

Use one-up group’s standards to judge themselves

Often need to collude to survive, not stand out
Focus is on: effect/outcome, the “system,” how far we have to go

Predictable Patterns of Behavior