

INCLUSIVE LEADERSHIP: 9 TIPS FOR WORKPLACE TRANSFORMATION



Inclusive Leadership is a Journey, not a Destination: Inclusive leadership is a constant process of learning and growth. It's not something you achieve and then stop. It's important to be continuously open to learning and adapting.



Understand the Lived Experiences of Your Team: An inclusive leader understands the different lived experiences of their team members and shows up for them. This requires empathy and understanding.



Create Space for All Voices: Inclusive leadership is about more than just allowing everyone to speak. It's about creating an environment where everyone feels comfortable expressing their ideas in the way that suits them best, even if it takes them a while to find their voice.



Rethink Meetings: Meetings can be a tool for inclusion if handled correctly. Allow different means of participation, such as using chat in Zoom or asynchronous communication. Allow those leading projects or contributing key parts to present their work.



Value, See, and Recognize Team Members: One of the greatest retention tools is making your team members feel valued, seen, and recognized for their work. This involves showing appreciation and acknowledgment regularly.



Address the 'Frozen Middle': There is often a gap between the C-suite, who may be fully onboard with inclusion, and the lower-level employees. This 'frozen middle' of middle management often needs extra attention and support to fully embrace inclusive leadership.



Set Goals for Diversity of Representation: This is especially important at large companies. Executives should have goals for the diversity of their teams and for succession planning.



Seek Feedback from Your Team: Managers should be held accountable for their team's experience. Feedback from team members should be a key part of any manager's performance review.



Responsibility for Team Performance: Managers should also be held accountable for the performance of their team. If a team member is underperforming, the manager should consider what they could have done to support that person, rather than simply labeling them as a 'bad performer'.

ABOUT MITA

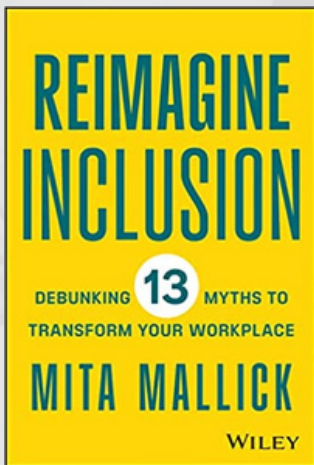
Mallick is a LinkedIn Top Voice, a contributor for Harvard Business Review, Adweek, Entrepreneur and Fast Company. Mallick has been featured in the The New York Times, The Washington Post, Time Magazine, Forbes, Axios, Essence, Cosmopolitan Magazine, and Business Insider. She was featured in a documentary created by Soledad O'Brien Productions for CBS News entitled: Women in the Workplace and the Unfinished Fight for Equality. Mallick holds a B.A. from Barnard College, Columbia University and a M.B.A. from Duke University's Fuqua School of Business. She lives in New Jersey, US, with her husband and two children.



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