Inclusive Leadership: Creating a Sense of Belonging

Kansas City Kansas Community College

Roadmap

Understanding Inclusive Leadership

Examples of Inclusive Leadership

Challenges and Solutions

Practicing Inclusive Leadership

Takeaways

Exercise

What comes to mind when you hear the words inclusive leadership?

Understanding Inclusive Leadership

Signature Traits of Inclusive Leaders

- Fair decision-making

- Curiosity drives innovation

- Cultural intelligence allows leaders to effectively navigate cultural contexts

- Collaboration amplifies team potential

- Courage

Understanding Inclusive Leadership

Inclusive Leadership in Action

Fostering multicultural engagement

Cultural competence

Empathy and listening

Authenticity

Conflict resolution

Continuous learning

Leading by example

Exercise

Raise your hand to share

What challenges are there to inclusive leadership?

Addressing Challenges

Becoming an Inclusive Institution

- Review mission, vision, strategy

- Evaluate policies and procedures

- Examine hiring, recruitment, and retention – advertisements, application, onboarding

- Evaluate training and development – progressive learning pathways

- Evaluate culture and community – community building, supporting, and growing

Exercise

How do you know inclusive leadership is being practiced?

Addressing Challenges

Becoming an Inclusive Leader

- Lead by example – transparency and communication

- Follow Best practices – peer institutions, in your area of expertise, in your role

- Try shared work – observances, opportunities, ongoing conversation

- Reflect on an ongoing basis – self, team, institution

- Communicate regularly – one-on-one, team, health, wellbeing, tasks, feedback

Exercise

How do we start resolving for the challenges to be more inclusive leaders?

Addressing Challenges

- Action plan – programming, and support

- Representation across the college

- Pipelines – bridge, mentoring, coaching, leadership, community, professional development

- Community – students, employees, alumni, community exchanges, socials, advocacy

- Assessment – focus groups, institutional memory

Exercise

What is the benefit of inclusive leadership?

Understanding Inclusive Leadership

Business Case – Glassdoor Data

- **17%** increase in team performance

- **20%** increase in decision-making quality

- **29%** increase in collaboration

- **70%** more likely to secure new markets

- **35%** more likely to outperform competitors

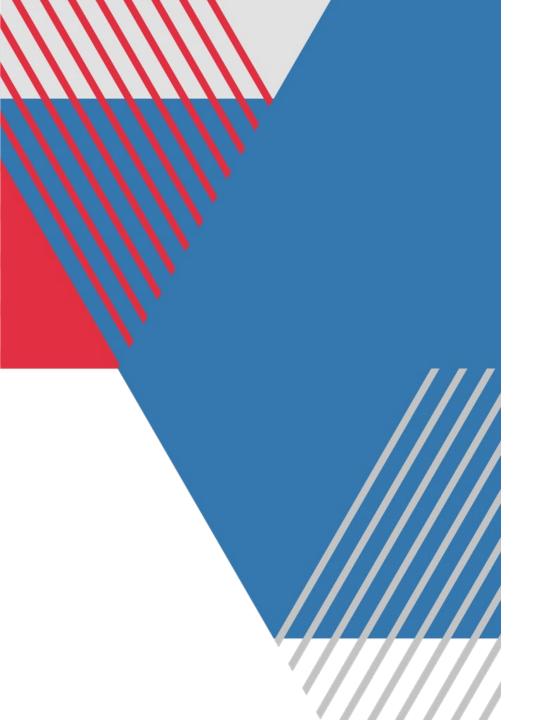# Understanding Inclusive Leadership

Business Case – Deloitte Study

- **2x** as likely to reach or surpass financial targets

- **3x** more likely to perform at a higher level

- **6x** more likely to be adaptive and innovative

- **8x** more likely to produce better business results

Takeaways

Review of Key Points

- Definition of inclusive leadership

- Indicators of inclusive leadership

- Characteristics of inclusive leaders

- Addressing challenges of inclusive leadership

- Importance of inclusive leadership

Questions?