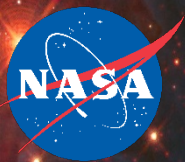




Pre-Work for Session 1

- Assignment 1A: Read this article
 - Article: “Moving the Dial: Measuring Inclusive Leadership”
 - Link: <http://www.diversityjournal.com/13313-moving-dial-measuring-inclusive-leadership/>
- Assignment 1B: Print out a copy of the handout in the back-up section
- Assignment 1C: Send your professional portrait to Will via email

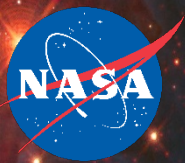




Leaders Collaborating on Inclusion & Innovation Discussion Group Series

Session 1: Introduction to Inclusive Leadership

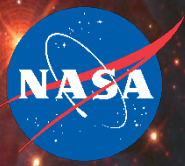




Agenda

- Welcome / Logistics (5)
 - Ground Rules
- Inclusive Moments (10)
- Topic Introduction (15)
 - Pre-Read Article
 - Brainstorming
- Discussion / Dialogue (40)
 - Prompting Questions
- Closing / Wrap-up (5)

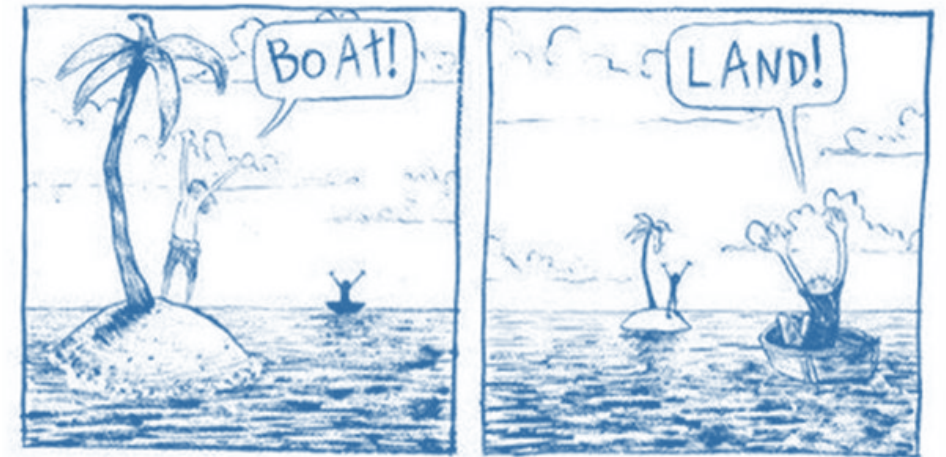




Ground Rules

- Choose your own level of participation
- Give yourself and others permission to not make sense
- Listen to understand rather than to respond
- Speak your truth while being respectful of others
- Vegas rules! Share what you learn with others, but don't mention names or orgs without permission

Perspective Matters



Perspective is determined by the sum of your experiences in life

All perspectives are valid, however, all may not be received equally

The better answers are derived from a process that gathers as many perspectives as possible

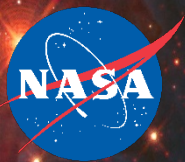




Inclusive Moments

Have you had any recent experiences that prompted you to think about inclusion and inclusive leadership?





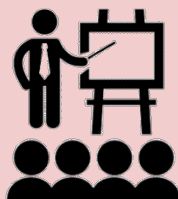
Leaders Collaborating on Inclusion & Innovation Discussion Group Series

- Individuals participate in a series of 1:15 seminars and upon completion (50% attendance or better) are inducted as members of the ILC; there is also a 45-minute session 1 week prior to Session 1 that serves as an orientation

Session 1

April 28

Introduction to Inclusive Leadership

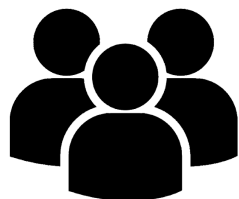


To establish a foundational understanding of inclusive leadership principles

Session 2

May 12

Identity & Belonging



To understand how individuals experience the workplace differently depending on their identity

Session 3

May 26

Culture & Unspoken Rules



To consider how navigating JSC's culture can be a challenge for those outside the majority

Session 4

June 9

Unconscious Bias & Micro-messages



To understand how our blind spots and behavior can influence our decisions and outcomes

Session 5

June 23

Equity & Privilege



To explore our assumptions about identity and advantage in a non-judgmental way

Session 6

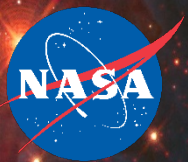
July 7

Creating Spaces for Inclusive Conversations



To equip Inclusive Leadership Champions to lead and participate in inclusive discussions





Discussion Topic

Introduction to Inclusive Leadership





Pre-Read Article

- Article: “Moving the Dial: Measuring Inclusive Leadership”
- Link: <http://www.diversityjournal.com/13313-moving-dial-measuring-inclusive-leadership/>

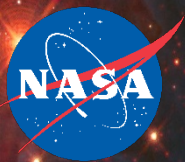
“Have you ever worked for an inclusive leader? If you have, you know it. These leaders are special because of the positive impact they have on individuals and organizations — they encourage everyone to engage in the organization’s mission in their own unique way.”

“And if you’ve worked for a non-inclusive leader, you may have thought about leaving more than staying.”



Courtesy: Linkage Inclusive Leadership Model

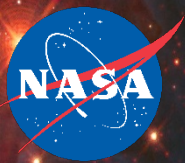




Leading Self

- Over the years we have been taught to act as if we are colorblind and gender-neutral, and that no differences exist between people. But these efforts actually limit us. Inclusive leaders recognize that everyone has unique perspectives and value, and that those differences can contribute to unique business results. While everyone has biases, these leaders minimize them through candid conversations and courageous actions, and by being personally vulnerable, authentic and open to learning.
- Individual Brainstorm (on handout)
 - What do inclusive leaders think about?
 - What do inclusive leaders do?

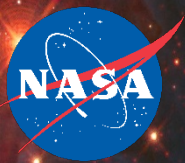




Leading Relationships

- Inclusive leaders build great relations with others by networking broadly, adapting their style to others, and encouraging others' development. They focus on micro-affirmations—subtle acknowledgements of a person's value and accomplishments. These small gestures build others' confidence and competence, and as a result, give employees exposure and opportunity to excel professionally and for the organization.
- Individual Brainstorm (on handout)
 - What do inclusive leaders think about?
 - What do inclusive leaders do?

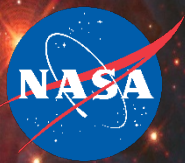




Leading Culture

- Inclusive leaders build an environment in which everyone feels comfortable contributing their true self. This means building trust, respect, and a feeling of safety within an organization. These leaders share responsibility when things go wrong, but also the credit when things go well. They understand the value of, and tap into the wide variety of differences for the benefit of the organization.
- Individual Brainstorm (on handout)
 - What do inclusive leaders think about?
 - What do inclusive leaders do?





Discussion / Dialogue

1. Self

- What do inclusive leaders think about?
- What do inclusive leaders do?

2. Relationships

- What do inclusive leaders think about?
- What do inclusive leaders do?

3. Culture

- What do inclusive leaders think about?
- What do inclusive leaders do?

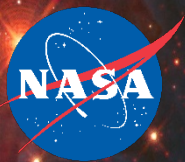
4. Integrated Cycle

- What do inclusive leaders think about?
- What do inclusive leaders do?



Courtesy: Linkage Inclusive Leadership Model





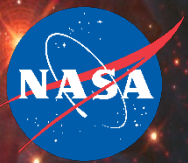
Final Thought

“Inclusive leadership is not a destination. It’s a journey that requires humility, curiosity, and courage.”

Thais Compoint

Author of “Succeed as an Inclusive Leader”

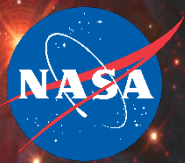




Pre-work for Session 2

- Assignment 2A: Read this article
 - Article: “Diversity Efforts Fall Short Unless Employees Feel That They Belong”
 - Link: <https://hbr.org/2016/08/diversity-efforts-fall-short-unless-employees-feel-that-they-belong>
- Assignment 2B: Watch this video
 - Video: “What is Inclusive Leadership?”
 - Link: <https://www.youtube.com/watch?v=OkrES2EmgEk>
 - Duration: 3:28
- Assignment 2C: Print out a copy of the handout for Session 2 in the back-up section





Additional Resources

- Articles

- The Six Signature Traits of Inclusive Leadership
 - <https://www2.deloitte.com/insights/us/en/topics/talent/six-signature-traits-of-inclusive-leadership.html>
- Why Inclusive Leaders Are Good for Organizations, and How to Become One
 - <https://hbr.org/2019/03/why-inclusive-leaders-are-good-for-organizations-and-how-to-become-one>

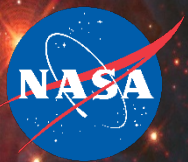
- Learning Workbook

- Inclusive Leadership: A Theoretical Framework (.pdf download)
 - https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=20&ved=2ahUKewjU_pPu97TkAhXypVkkHdilBkcQFjATegQIABAC&url=https%3A%2F%2Finclusiveleadership.eu%2Ffile_theoreticalframework_en.pdf&usg=AOvVaw0MB11A6H-p5ydSqwZ78uhL

- Videos

- The New Inclusion Quotient (New IQ) (Bruce Stewart)
 - <https://www.youtube.com/watch?v=xXU2czYzfbI>
- What Is Inclusive Leadership
 - <https://www.youtube.com/watch?v=OkrES2EmgEk>
- Inclusion Starts with I
 - <https://www.youtube.com/watch?v=2g88Ju6nkcg>





Back-up





Handout for Session 1

Inclusive Leadership



Courtesy: Linkage Inclusive Leadership Model

What do inclusive leaders think about?

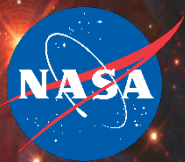
What do inclusive leaders do?

Leads Self

Leads Relationships

Leads Culture





Handout for Session 2

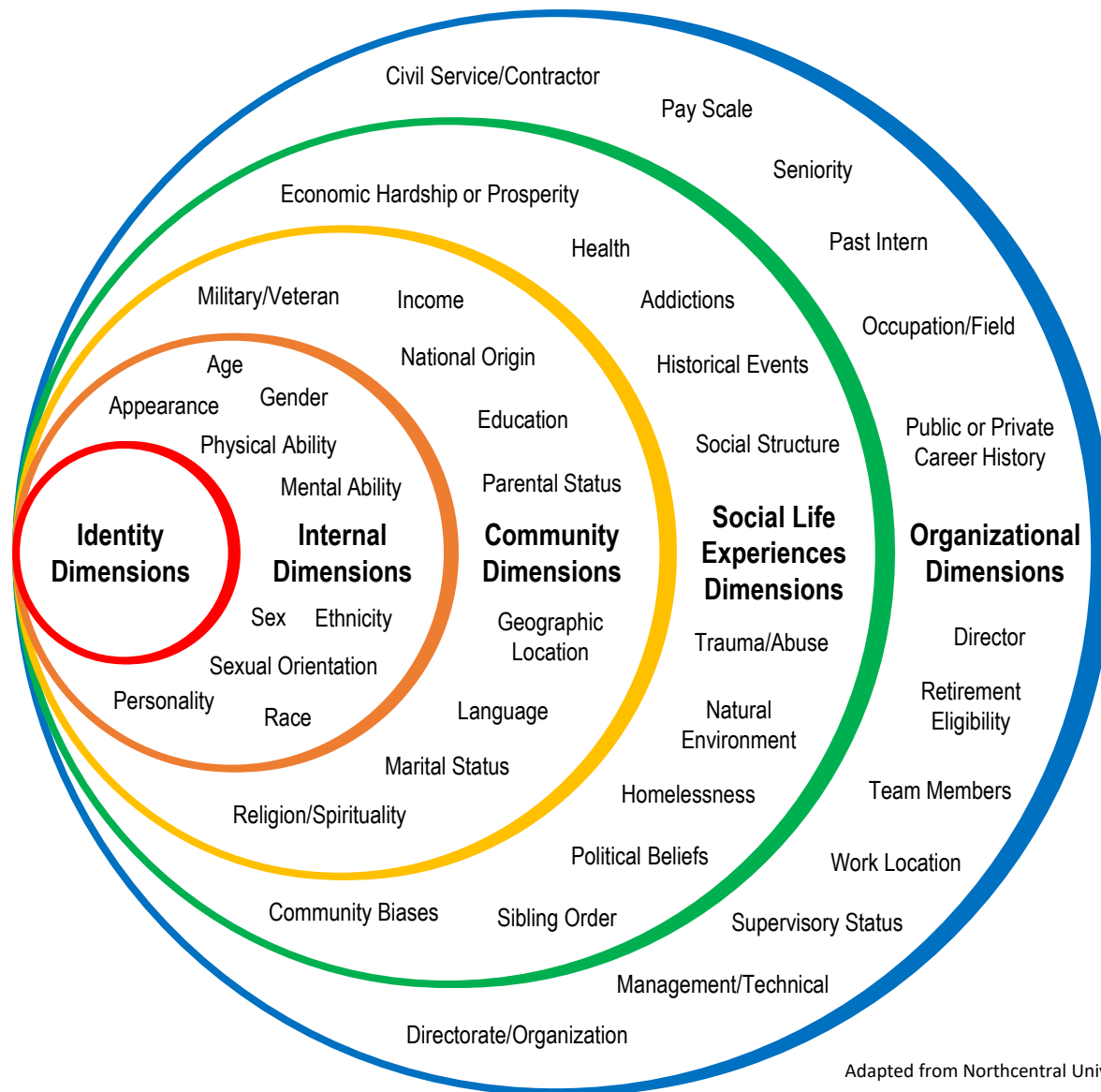
Your Identity

Identify 5 dimensions you feel help you belong (or helped you) at NASA JSC

- 1.
- 2.
- 3.
- 4.
- 5.

Identify 5 dimensions you feel make it challenging (or used to make it challenging) for you to belong at NASA JSC

- 1.
- 2.
- 3.
- 4.
- 5.



Adapted from Northcentral University

