

A modern office interior with a desk, chair, and large window. The room is dimly lit, with light coming from the window on the right. The desk is in the center, with a chair in front of it. The background is a wall of dark wood paneling with some shelves. The floor is dark wood. The overall atmosphere is professional and sophisticated.

*Welcome to*

**F.W. MASTERCLASS**

Inclusive Leadership



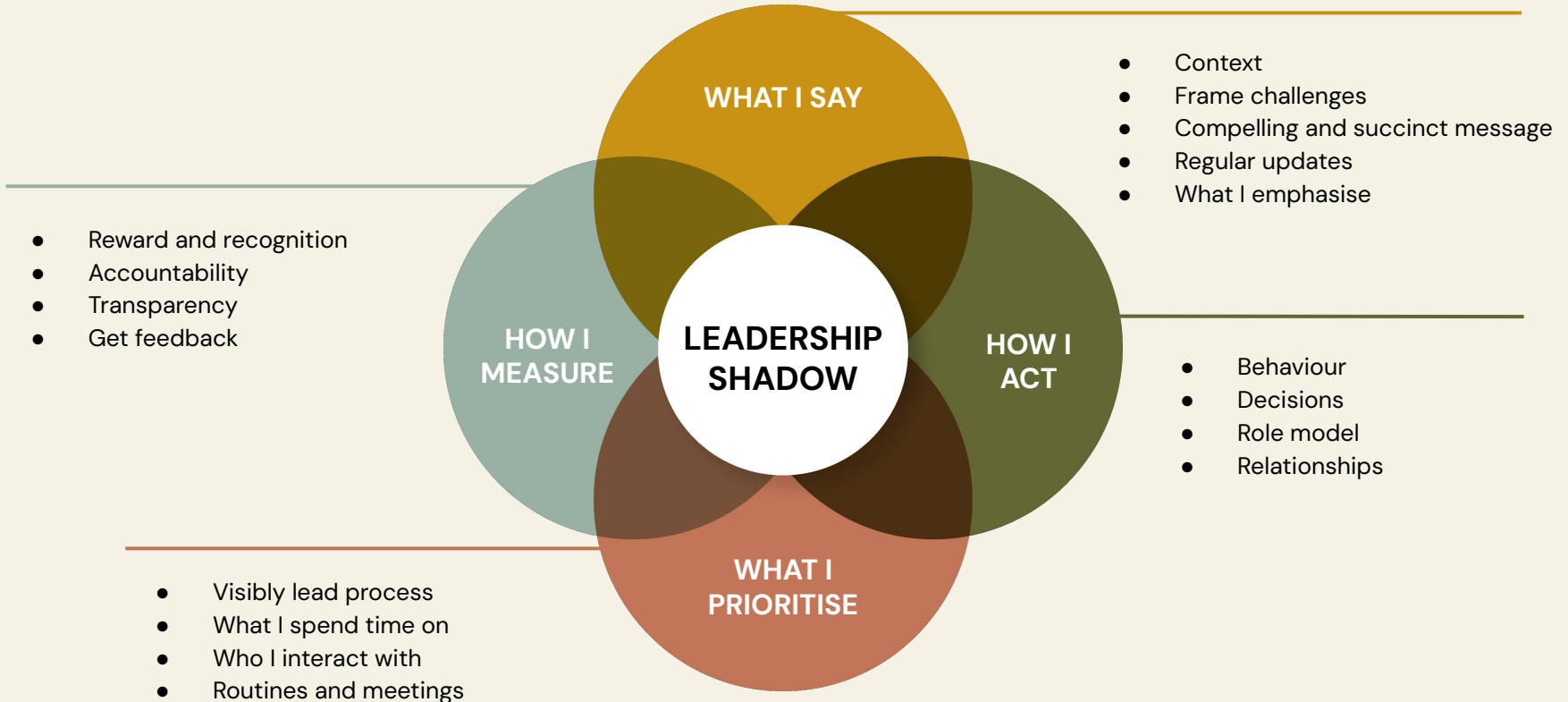
# Tuning in...

## Some questions to reflect on:

1. What assumptions do I often make about others in my team or workplace?
2. Do I tend to gravitate towards certain individuals or ideas more than others? Why?
3. In what situations have I noticed my biases influencing my decisions or actions?
4. Who or what issues/subjects/types of people get my absolute judgement?

# The Leadership Shadow Model

## 4 Quadrants



# Strategies

## **Navigating bias in the workplace**

- Amplify different thinkers and diverse voices
- Attribute and acknowledge people's ideas
- Address the issue by 'calling in' and 'speaking out'

# Inclusive leadership

## Key principles

- Identity Aware
- Relational/Connection
- Open (Communication)
- Flexible
- Growth Focussed (Development)



# Leading diverse teams

## Key principles

1. Valuing diversity of thought
2. Customising vision and company culture
3. Duty of care and bias elimination
4. Creating a sense of belonging
5. Leadership development opportunities
6. Fostering better connections
7. Listening to employees
8. Building safe spaces



# Effective communication

## Core components

1. Active listening
2. Cultural sensitivity
3. Conflict resolution



# MASTERCLASS

**Thank you!**