Episode 259

Leading with a Rainbow Lens: Enhancing Inclusive Leadership Practices

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workshops
work

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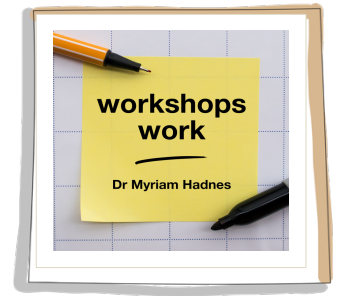
The nutshell

This conversation spans from learnings from growing a business to exploring the essence of inclusive leadership which invites to move past the superficial celebration of diversity, equity, inclusion.

"Inclusive leadership goes beyond surface-level acknowledgments to foster a sense of belonging for all."

Number 1 Challenge

Balancing the desire for intimate, connected learning experiences with the need to reach larger audiences.

Why workshops fail

A workshop fails when participants are compelled to attend rather than choosing to participate willingly, leading to a lack of engagement and openness to learning.

"Every single human is diverse."

Nugget 1

Inclusive leadership refers to empowering leaders to foster a workplace where everyone feels a sense of belonging, regardless of their background or personal characteristics. This approach recognises the diversity of all individuals across multiple dimensions, not just the visible ones like race, gender, and physical ability, but also extending to aspects like personality, work experience, education, parental status, and even the country of operation.

Nugget 2

Pride leadership refers to a leadership approach that emphasizes six core competencies—authenticity, courage, empathy, communication, relationships, and culture— viewed through a "rainbow lens." This perspective considers how these essential leadership qualities manifest uniquely within the LGBTQ+ community. Members of this community often naturally exercise these competencies due to their experiences of navigating identity and acceptance.

Do it yourself

Opting for trios instead of pairs in learning settings offers several benefits: it minimizes the pressure of intimate interactions, encourages accountability, and fosters a richer exchange of ideas. Trios provide a balance between maintaining focus and allowing for a comfortable level of vulnerability among participants. This setup supports adult learning by promoting autonomy within a structured framework, leading to more dynamic and engaging discussions that enhance the overall learning experience.