

INCLUSIVE LEADERSHIP

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LEARNING OBJECTIVES

1. Learn & Understand the 4 primary principles of Inclusive Leadership and how they all co-exist
2. Understand the distinction between Management & Leadership
3. Learn and apply the 4-step MEET Model on engaging people of diverse backgrounds & experiences

DEFINING DEI



DEFINING DIVERSITY



DEFINING EQUITY



DEFINING LEADERSHIP



DEFINING LEADERSHIP

Leadership is the process of influencing people by providing them with purpose, vision, and direction to accomplish the mission for the greater good of the entire team

DEFINING LEADERSHIP

1. PROCESS - What we do
2. PEOPLE - Who we do it for
3. PROVISION - How we do it
4. PURPOSE - Why we do it

LEADERSHIP ATTRIBUTES

1. COMPETENCE
2. CONFIDENCE
3. COMMITMENT
4. CONSISTENCY
5. CONCERN

LEADERSHIP ATTRIBUTES



LEADERSHIP vs. MANAGEMENT

1. Leadership communication style...

- *Descriptive* - describes the situation without negative judgment of the person
- *Shows Regard* - shows regard for the other persons time, effort, and consideration
- *Connected* - establishes a genuine connection between you and the other person without seeming distant or dismissive of the individual or the situation

2. Management communication style...

- *Critical* - critical of the person instead of constructively addressing the situation
- *Disregards* - shows no regard or consideration for the persons time, energy, or effort
- *Disconnected* - creates a transactional interaction that appears rigid, impersonal, and robotic

INCLUSIVE LEADERSHIP



INCLUSIVE LEADERSHIP

A commitment to meet people where they are, and ensure they feel a sense of belonging and value, while providing them with the support they need to maximize their full potential

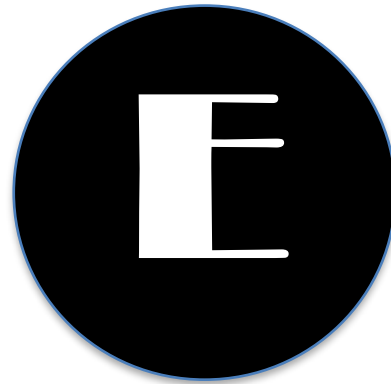
4-Step MEET Model



Make Time
to Engage



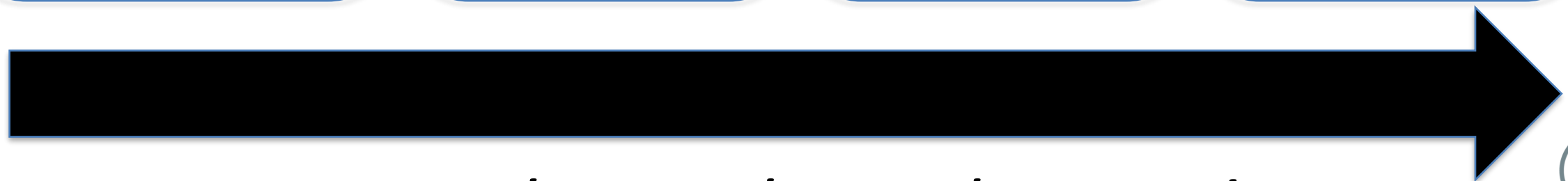
Explore
Similarities
& Differences



Encourage
Respect



Take
Responsibility



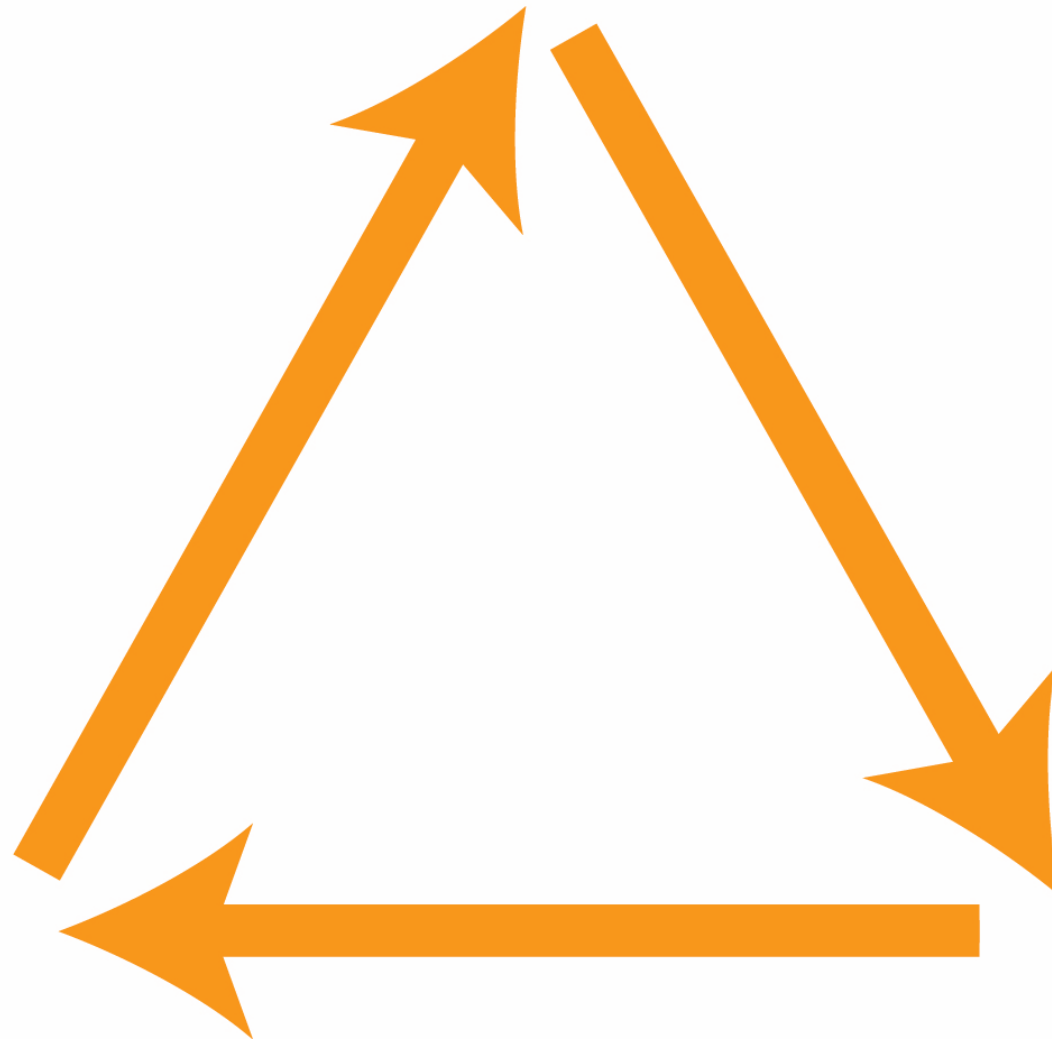
MEET Them Where They Are!

Outcomes

Employee Engagement

Increased Profitability

Improved Productivity



INCLUSIVE LEADERSHIP PRINCIPLES

1. MEET people where they are
2. Love people where they are
3. Listen to understand
4. Be Purpose Driven

THANK YOU!

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