



Leadership Model: Vision for Inclusion & Diversity

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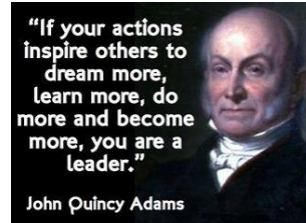
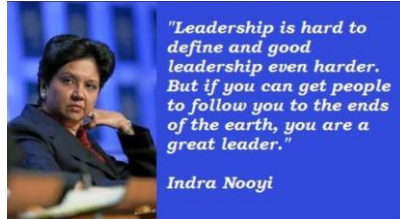


What to Expect...

- What is Leadership?
- Positional & Non-Positional Leadership
- Traits of an Inclusive Leader
- Emotional Intelligence
- Introduction to Microaggression

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Leadership Quotes



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Leadership Quotes



"Lead from where you are. No one has to tap you on the shoulder and anoint you a leader. Leadership is noticing the gap and stepping in to do something about it."
Daisy Wright

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A hand is holding a white sign with black text that reads "DO NOT WAIT FOR LEADERS BECOME THEM." The background is a blurred indoor setting with warm string lights and a traffic light.

Positional & Non-Positional Leadership

- Positional Leadership
 - Someone who holds a position of power – CEO, Boss, Manager
- Non-Positional Leadership
 - Not about the title.
 - It is impact, influence and inspiration

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What Does Inclusive Leadership Mean to You?

- Fairness & Respect
- Value & Belonging
- Confidence & Inspiration

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Characteristics of an Inclusive Leader:

COMMITMENT

- Diversity & Inclusion
- Fairness and equality of opportunity
- Creating an inclusive culture, and know it begins with them

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Characteristics of an Inclusive Leader:

COURAGE

- Speaks up and challenges the status quo
- Humble about strengths and weaknesses
- Reveals own limitations

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Characteristics of an Inclusive Leader:

AWARE OF BIASES

- Personal & organizational blind spots
- Conscious and Unconscious Biases
- Awareness leads to Implementing policies, processes & structures

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Characteristics of an Inclusive Leader:

CURIOUS

- Have an open mind; withhold judgement
- Accepts limitations; hunger for the views of others
- Listen, and ask appropriate questions

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Characteristics of an Inclusive Leader:

CULTURALLY INTELLIGENT

- Confident and effective in cross-cultural interactions
- Understand how own culture impacts your worldview
- How cultural stereotypes can influence expectations of others
- Fosters an inclusive culture

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Characteristics of an Inclusive Leader:

COLLABORATIVE

- Leverages thinking of diverse groups; encourages individuals to work together, builds on ideas, solve problems
- Realizes challenges and opportunities when collaborating with diverse groups

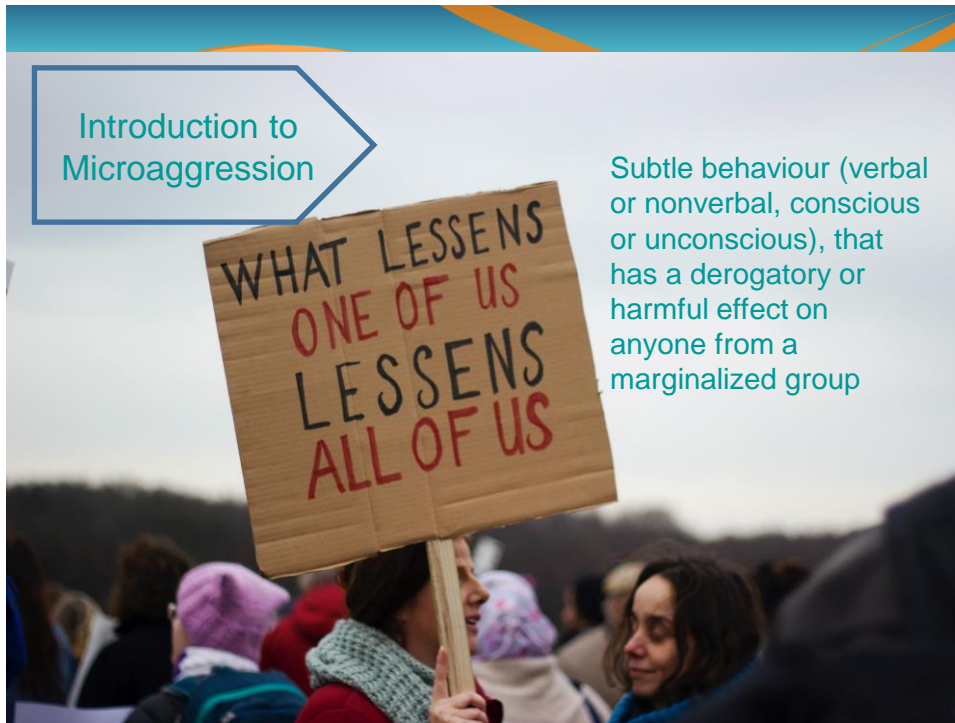
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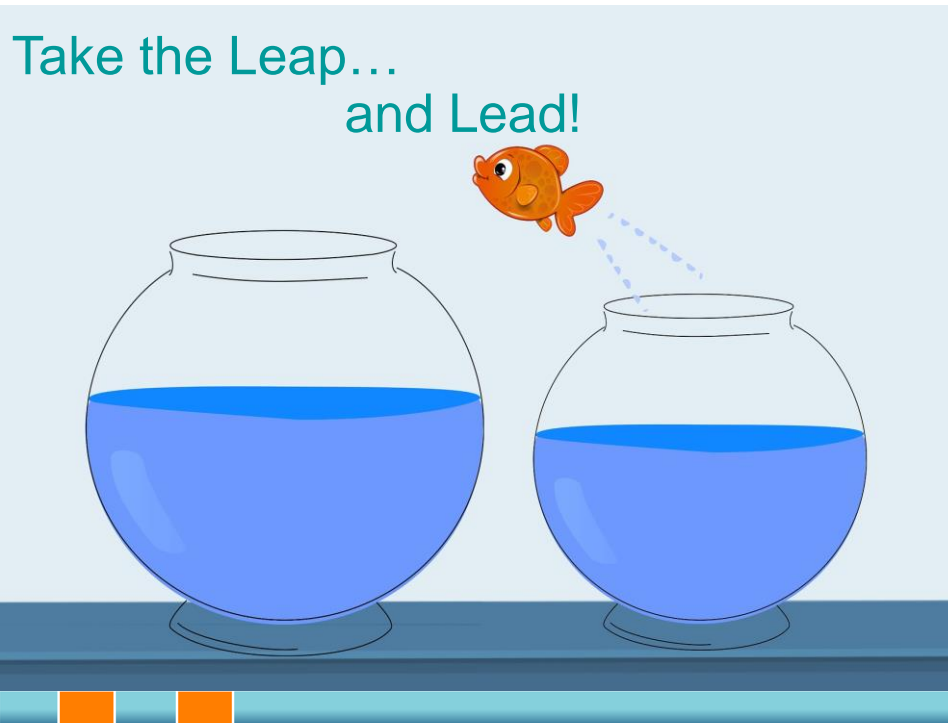
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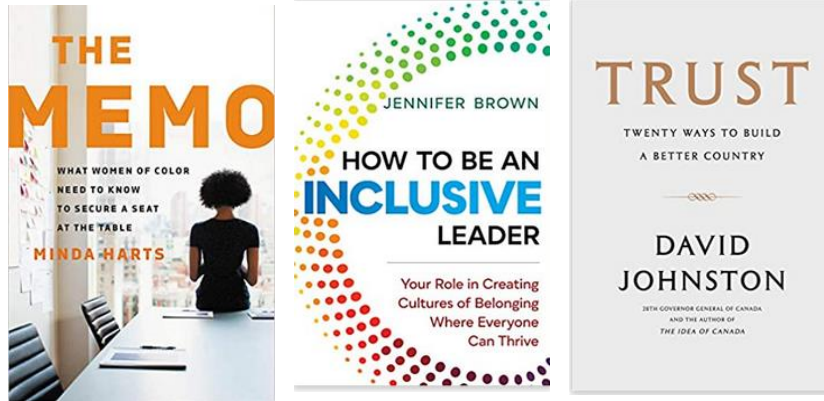


Remember these three Leadership Truths:

- There are people without a job title who are remarkable leaders and there are people with titles who are not leaders.
- There are people who have no job description who are remarkable leaders and there are people who have big titles and they're doing absolutely nothing.
- Leadership is finding the gap, finding the human need and doing something about it, with or without a title.

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Sources & Resources



Six Traits of Inclusive Leadership - Deloitte
University Press

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How to Reach Me...

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