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Leveling Up Inclusive Leadership



Agile ORLANDO
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Learning Objectives

- Identify factors that enhance psychological safety
- Learn the difference between Intention and Impact, and how they affect psychological safety
- Describe the CAVE mindset of inclusive leadership

WHAT IS
INCLUSIVE
LEADERSHIP?



Individuals who are aware of their own biases and actively seek out and consider different perspectives to inform their decision-making and collaborate more effectively with others.



BUSINESS CASE FOR DEI

Greater
innovation and
financial
returns

Outperform
competitors

Improve
employee
experiences





PSYCHOLOGICAL SAFETY

PSYCHOLOGICAL SAFETY

*How threatening
or rewarding
it is to take
interpersonal
risks at work*

<https://scienceforwork.com/blog/psychological-safety/>



PSYCHOLOGICAL SAFETY

People feel they can speak up, offer ideas, and ask questions without fear of being punished or embarrassed

Strongly related to learning behaviors and employee satisfaction



TRUST

Will **YOU** give others the benefit of the doubt when you take a risk?



"Bob is probably going to freak out if I disagree with him."

PSYCHOLOGICAL SAFETY

Will **OTHERS** give you the benefit of the doubt when you take a risk?



"My team expects me to speak up. It's how we do things."



PSYCHOLOGICAL SAFETY BENEFITS

Feel like a respected part of
their team/organization

See the value of their work

Feel accepted for who
they are and the unique
strengths they bring

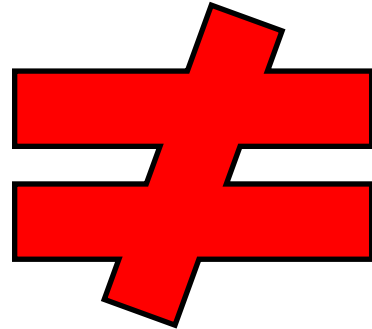
INTENTION

What you mean to say, do, or be

IMPACT

The actual effect you had on the other person, the system, or yourself

INTENTION



IMPACT



C A V E

C

Curiosity

A

Awareness

V

Vulnerability

E

Empathy & Compassion



Curiosity

Authentic desire to learn
or understand

‘What’ or ‘How’ questions
(not ‘Why’)



A

Awareness

Self-bias and behaviors

Understanding their own
work to be done



V

Vulnerability

Admitting you don't have
all the answers

Responsibility for impact



E

Empathy & Compassion

Relate to emotions
others are feeling

Make people feel
genuinely cared for

*“People don’t care
how much you know
until they know how
much you care.”*

Theodore Roosevelt



C

Curiosity

A


Awareness

V

Vulnerability

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Empathy & Compassion



What is one way you will
use what you learned today?



RECAP

Psychological safety is
foundational for inclusive
leadership

Communicate Intention, own
your Impact

Come out of your C.A.V.E.

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

- Maya Angelou



**Leveling Up
Inclusive
Leadership**

Any
Questions



Thank you!

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wholemanjourney.com

RESOURCES

What is Psychological Safety at Work? <https://www.ccl.org/articles/leading-effectively-articles/what-is-psychological-safety-at-work/>

5 Questions About Psychological Safety, Answered

<https://scienceforwork.com/blog/psychological-safety/>

9 Strategies to Create Psychological Safety at Work

<https://www.quantumworkplace.com/future-of-work/create-psychological-safety-in-the-workplace>

Inclusive Leadership <https://www.ccl.org/articles/leading-effectively-articles/when-inclusive-leadership-goes-wrong-and-how-to-get-it-right/>