



INCLUSIVE LEADERSHIP IN ACTION?

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REVIEW FROM THE DAY...

What was the most important thing you got out of your sessions today?



WRITTEN EXERCISE

- •How would you describe this?
 - •How did it make you feel?
 - Did you quit doing it?





INVEST IN PEOPLE

- Chief Davis and City of Madison Fire Department website
- Every two weeks \$\$\$\$
- ABC's
- Strengths, Weaknesses, Opportunities (for Advancement) and Threats
- Informal Mentoring
- Formal Mentoring
- Agree to Disagree but not be Disagreeable...





INVEST IN UNDERSTANDING

- Diversity vs. Inclusiveness
- Leader as someone who empowers others
- Valuing diverse perspectives in decision making
- The tie between inclusion and employee engagement
- Inclusion of community voice makes overall service better





INVEST IN THE ORGANIZATION

- What are you contributing to the culture?
- What can you do as a leader to diversify the workforce?
- Racial Equity and Social Justice (RESJ) Initiative
- Multi-Cultural Affairs Committee (MAC)
- Social Activities
- Special Assignments
- Ideas?





INVEST IN SELF

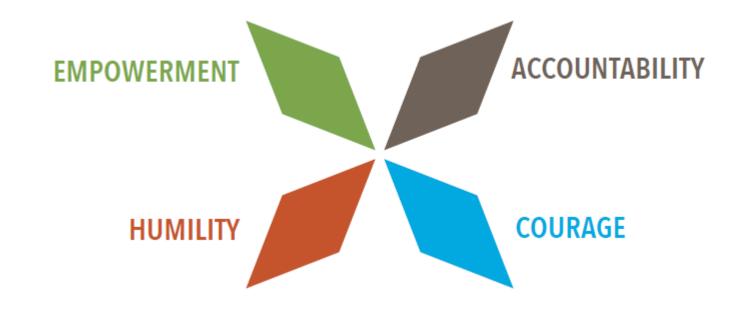
- Actively seek learning opportunities
- Books, DVD's, Magazines
- Attend conferences
- Attend workshops
- Cultural experiences
- Find Your Voice!
- Power pose? Favorite Outfit? Confidence!
- Other thoughts?





INVEST IN SELF

• What kind of leader are you?





EMPOWERMENT:

Inclusive leaders enable team members to grow and excel by encouraging them to solve problems, come up with new ideas, and develop new skills.



-ACCOUNTABILITY:

Inclusive leaders show confidence in team members by holding them responsible for aspects of their performance that are within their control.



-COURAGE:

Inclusive leaders stand up for what they believe is right, even when it means taking a risk.



HUMILITY

Inclusive leaders admit mistakes, learn from criticism and different points of view, and overcome their own limitations by seeking contributions from team members.



Are You An Inclusive Leader? Let's find out!





INVEST IN COMMUNITY

- What are some challenges facing our communities?
- Donate money to non-profit organizations
- Volunteer at non-profit organizations, schools and community centers
- What can our organizations do to invest in community?





INVEST YOUR TIME

- •What can you do to create time and space for these ideas?
- Can you be a role model for others?
- ■Turn to your partner share ideas
- •How will you hold yourself accountable?



CONCLUSION

Make It Happen!

