



# INCLUSIVE LEADERSHIP IN ACTION!

**Johnny Winston Jr.**  
**Division Chief**  
**Madison Fire Department**



# 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?





# FOUR QUALITIES OF AN INCLUSIVE LEADER

## ■ 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.



# FOUR QUALITIES OF AN INCLUSIVE LEADER

## ■ ACCOUNTABILITY:

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



# FOUR QUALITIES OF AN INCLUSIVE LEADER

## ■ COURAGE:

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



# FOUR QUALITIES OF AN INCLUSIVE LEADER

## ■ 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!

