

## TIP OF THE MONTH

### **Title: Fostering Inclusive Leadership: A Roadmap for Success**

In today's rapidly evolving world, inclusive organizations depend on leaders who can make a significant impact. But what exactly does it take to become a successful inclusive leader, especially when faced with the complex task of managing competing demands, navigating differences, and making tough choices? This article will explore the essential competencies of intercultural awareness and dilemma reconciliation that underpin effective inclusive leadership. We will also provide some tips for leaders to promote inclusivity in their teams.

### **Appreciating Diversity: Beyond Recognition, Respect, and Reconciliation**

Appreciation for diversity, whether nationality, gender, generational differences, or cultural background, is a key element of intercultural competency for any leader. However, mere appreciation is insufficient if it doesn't translate into inclusive behaviors and outcomes in various aspects of leadership, such as communication, decision-making, teamwork, and support for organizational systems. Leaders must act intentionally to create an inclusive culture that is seen, felt, and measurable.

### **Tips and Tricks for Inclusive Leadership:**

1. **Lead by Example:** Demonstrate an unwavering commitment to diversity and inclusion in your own behavior. Your actions set the tone for your team and organization. Avoid making decisions by voting or accepting compromises that no one likes.
2. **Cultural Self-Awareness:** Encourage self-reflection among your team members to help them understand their own cultural backgrounds and biases. This self-awareness is a crucial first step in fostering inclusion.
3. **Open and Honest Communication:** Create an environment where open, honest, and respectful communication is the norm. This encourages dialogue and understanding among team members from diverse backgrounds.
4. **Consistent Training:** Attend regular training and workshops on diversity, inclusion, and cultural competence to continually educate your team and raise awareness. You still have time to enroll in MC's program focused on intercultural competency and leadership. [Click here](#) for more information.
5. **Set Inclusive Expectations:** Make it clear that inclusive behavior is not optional. It should be an expectation, and there are consequences for discriminatory actions or comments.

### **Developing Competencies of Intercultural Awareness: Recognition, Respect, and Reconciliation**

**Recognition:** The recognition competency centers on being aware of one's culture and acknowledging what sets us apart. It involves understanding our uniqueness, even when we strongly identify with a particular group. As one's worldview evolves, appreciation and respect for cultural differences naturally grow, leading to greater confidence when interacting with new people and situations. This fosters a broader perspective, increasing openness and flexibility, which is essential for inclusive leadership.

**Respect:** Respect is the second pillar of intercultural awareness and plays a vital role in fostering inclusive leadership. It instills confidence in engaging with diverse individuals and situations. As leaders show respect for various cultural backgrounds, they gain the flexibility needed to appreciate different approaches to problem-solving and collaboration.

**Reconciliation:** From a leadership perspective, reconciliation is the competency that bridges differences to achieve mutually beneficial and positive outcomes. It involves an integrative problem-solving approach, differing from win-lose or lose-lose scenarios. Inclusive leaders aim for win-win solutions by managing cultural differences and competing interests through inclusiveness.

### **Tips and Tricks for Dilemma Reconciliation/Integrative Problem-Solving**

1. Integrative problem-solving involves collaboration. Encourage your team to approach problems as opportunities for collaboration rather than competition.
2. Seek common ground and emphasize positive elements of differences that can be used to unite diverse perspectives and resolve dilemmas. Where tensions exist between individual and group interests, you can reconcile by showing appreciation toward the individual contributions that make the group stronger, and how the group recognizes and promotes its great individuals.
3. Engage in Active Listening: Be a model for active listening to promote understanding and empathy among your team members when resolving complex issues.

### **Inclusion through Diversity**

Inclusive leadership faces serious challenges and dilemmas that can derail leaders pursuing diversity and inclusion. These dilemmas arise when seemingly irreconcilable competing interests clash, presenting leaders with challenging choices. Inclusivity is not a matter of either-or decisions but rather finding creative and collaborative solutions that respect diverse viewpoints.

### **Tips and Tricks for Navigating Dilemmas**

1. You must own the dilemma – it is your problem to solve. Inform yourself of the diverse perspectives when tackling complex dilemmas. Respecting diverse orientations can lead to innovative, inclusive solutions.
2. Apply long-term vision through well-thought and immediate actions. To balance short-term gains with long-term stability, think about the lasting impact of your choices, not just immediate results.
3. Flexibility and adaptation. Strict adherence to policy that kills relationships can be avoided. Strive for a flexible approach that responds to local needs while ensuring overarching policy compliance. When exceptions are made, the particular reasons are known, strengthening our policy.
4. Promote for merit and inclusivity. Promoting merit-based advancement and fostering diversity in hiring and promotions involves the dual responsibilities of supporting people for success and holding them to high standards.

In conclusion, inclusive leadership is an ongoing effort that requires self-awareness, empathy, and cultivating a culture where diverse perspectives are valued and integrated. By recognizing the competencies of intercultural awareness and embracing reconciliation, leaders can guide their organizations toward a future of inclusivity and success.

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