



105CW Winter Forum
#TEAMCW

Inclusive Leadership
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Working With Inclusion to
Strengthen Your Leadership

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Objectives

- * Define Inclusion, what it is and what it means to you
- * Discover what kind of Inclusive Leader You are
- * Formal v Informal Leadership, and how we are all Social Leaders

Defining Inclusion

- * The removal of all excluding barriers and promoting mind sets, behaviours, processes and practices that embrace and make constructive use of our differences to achieve our collective and individual goals.
- * Leveraging difference enables individuals, teams and organisations to realise their full potential not just for themselves but ultimately in terms of improving outcomes for patients.

Ethos of Inclusion

Diversity is having a seat at the table, **inclusion** is having a voice, and **belonging** is having that voice be heard.

Inequality in Lions

What are two examples of inequality that you notice in your Lions Club?



Where Do You Stand?

COLLUDER



Thinks: I don't want to be the killjoy/humourless one/left out

Behaves: Laughing, agreeing, accepting, hospitable, joins in the banter

BYSTANDER



Thinks: It's none of my business/I don't want to get involved

Behaves: Turns a blind eye, does nothing

CHALLENGER



Thinks: I am also responsible if this is allowed to continue

Behaves: Pivots the situation in the moment

The Experience of Difference

Task

Recall a time when you have ever felt different and that difference was treated in a negative way.

Recall those emotions; what did it feel like for you?



The Experience of Inclusion

Task

Recall a time when you have ever felt included and that inclusion was treated in a positive way.

Recall those emotions; what did it feel like for you?



Inclusive Leadership

- * We all must lead.
- * Inclusive leaders are those who are aware of their own biases and preferences, actively seek out and consider different views and perspectives to inform better quality decision-making.

Inclusive Leadership 2

- * Inclusive leaders are also social leaders so they :

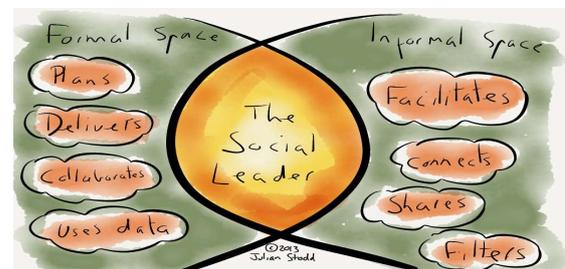
Tell a compelling story about why inclusion in our Lions Clubs is important

Are authentic

Fight for what is right for everybody

Find a place to stand for equality and inclusion in our association

The Social Leader



What is the reputation that you would like to have in Lions?

What are three things you can do to extend your influence?

Is there a gap between what you want and what you have?

What might those outside your usual networks say about your reputation on equality and inclusion?

Are you as influential as you could be?

What gets in the way?

“The key to successful leadership today is influence, not authority.”

ken Blanchard

I CAN DO

- * Integrated and Integral
- * Connect and communicate
 - Actively think, empathise and build accountability
 - Neutralise distrust, discomfort and distress
- * Develop leadership at every level
 - Organise resources, strategies and people in support of this work

What Next?

- Challenge inequality
- Ask Questions
- Reflect on your leadership & inclusion style
- Use your network from today

Review Our Objectives

- * Define Inclusion, what it is and what it means to you
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- * Formal v Informal Leadership, and how we are all Social Leaders