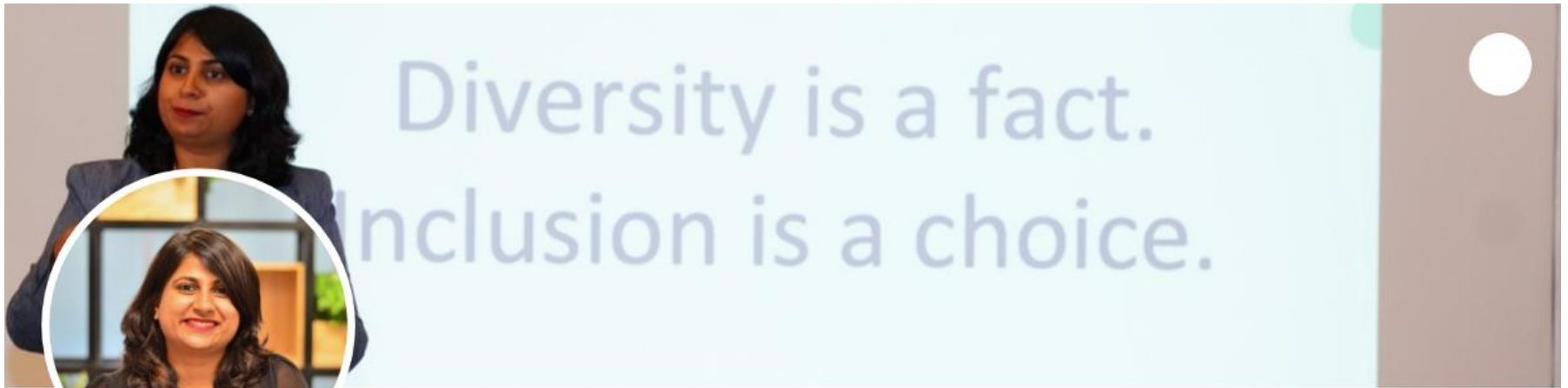


**Unlocking
success through**

**Inclusive
Leadership**





Rucha Kapare   (She/Her)

Global Head of DEI Data (External)| LinkedIn Community Top Voice for Fostering Inclusivity & Facilitation| Championing DEI in Agile & Research| FT women in Business 2023 cohort| Business Agility Leader| Keynote speaker

 Top Fostering inclusivity Voice

Talks about #dei, #data, #agile, #allyship, and #leadership

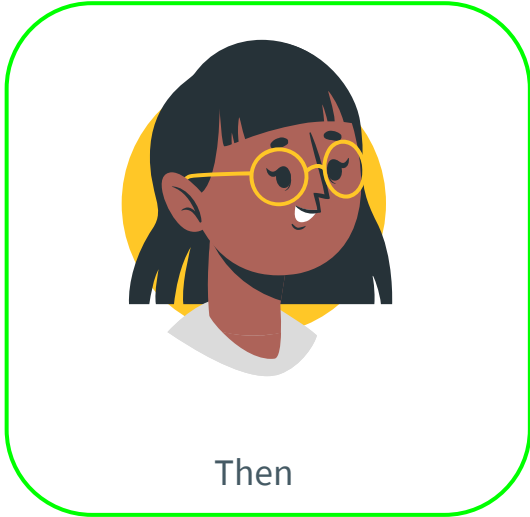
SPRINGER
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Springer Nature Technology
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**What does it take to
be a great leader?**

My story

Coz no theory on Leadership can teach you better than real stories on Leadership





**Have you ever left your job because of
your leaders or the org culture?**



What is he known for?

Along with Jamshedji

- Founder of Tata Motors
- Tata Cancer Research Hospital
- Titan
- Tata Consultancy
- Tata Institute of Social Sciences
- Tata Institute of Fundamental Research
- Father of Indian Civil aviation
- Tata Airlines/Air India

Also know for the..

- Pension Fund, Workers accident scheme ,
Accident compensation
- Primary school, Night schools
- Maternity leaves, On campus medical care, Gyms
- Provident Fund
- Sudha Murty story
- My story

Strive to be profitable but exist to serve community

commitment

excellence

social responsibility

adaptability

long-term focus

innovation

forward-thinking

visionary

integrity

empathy

team collaboration

ethics

inclusivity

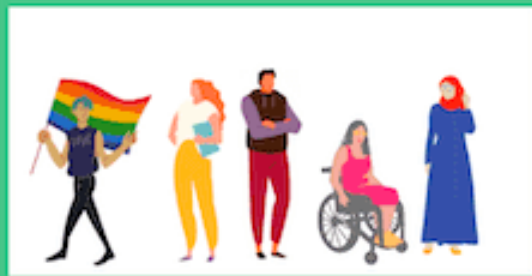
global perspective

humility

**All qualities an inclusive
leader possess**

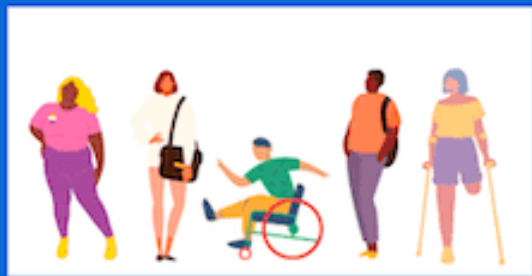
What is Inclusion?

Presence of
differences



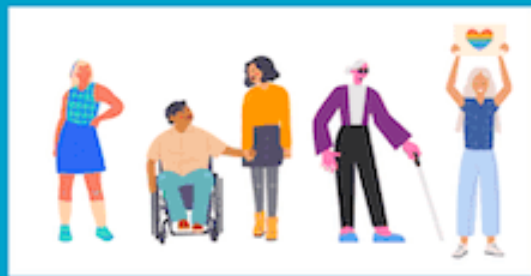
DIVERSITY

Fair access,
opportunity, and
support



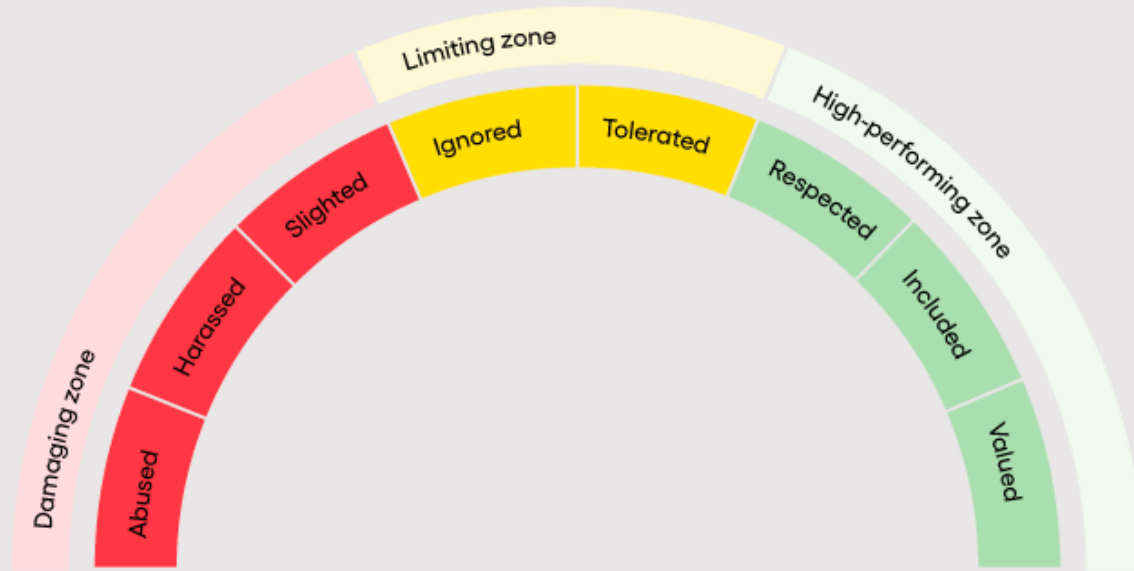
EQUITY

Genuine sense of
belonging and value



INCLUSION

Why is it needed?



Source: Pamela Fuller author of *The Leader's Guide to Unconscious Bias*, Soundview webinar hosted on November 12th, 2020.

What is Inclusive Leadership

The capacity to manage and lead a heterogeneous group of people efficiently, while respecting their uniqueness in an empathetic, bias-free way.

A leadership style that rules out discrimination, bias and favor and allows employees to feel valued.



Maslow's hierarchy of needs

Why is Inclusive Leadership needed?

A diverse new world, with diversity demands it.



Market



Customers



Ideas



Talent

4 global mega-trends have created a business context that is less homogenous & much more diverse

These interrelated shifts are influencing business priorities & reshaping the leadership capabilities required to succeed in the future.

Can you become one?

Cognizance

Because bias is a leader's Achilles' heel



Curiosity

Because different ideas and experiences enable growth



Courage

Because talking about imperfections involves personal risk-taking



Cultural intelligence

Because not everyone sees the world through the same cultural frame

Commitment

Because staying the course is hard



Collaboration

Because a diverse-thinking team is greater than the sum of its parts



The six signature traits

Cognizance of Bias

Highly inclusive leaders are mindful of personal & organizational blind spots, they self-regulate to help ensure “fair play.”

- Know Your Biases
- Fair and merit based decisions



Some Biases

01

Affinity Bias

Look like you

02

Confirmation Bias

Information that supports

03

Proximity Bias

People within same
physical space

04

Bandwagon effect

GroupThink, agree
because others do

05

Recency Bias

Focus on most recent Vs
overall

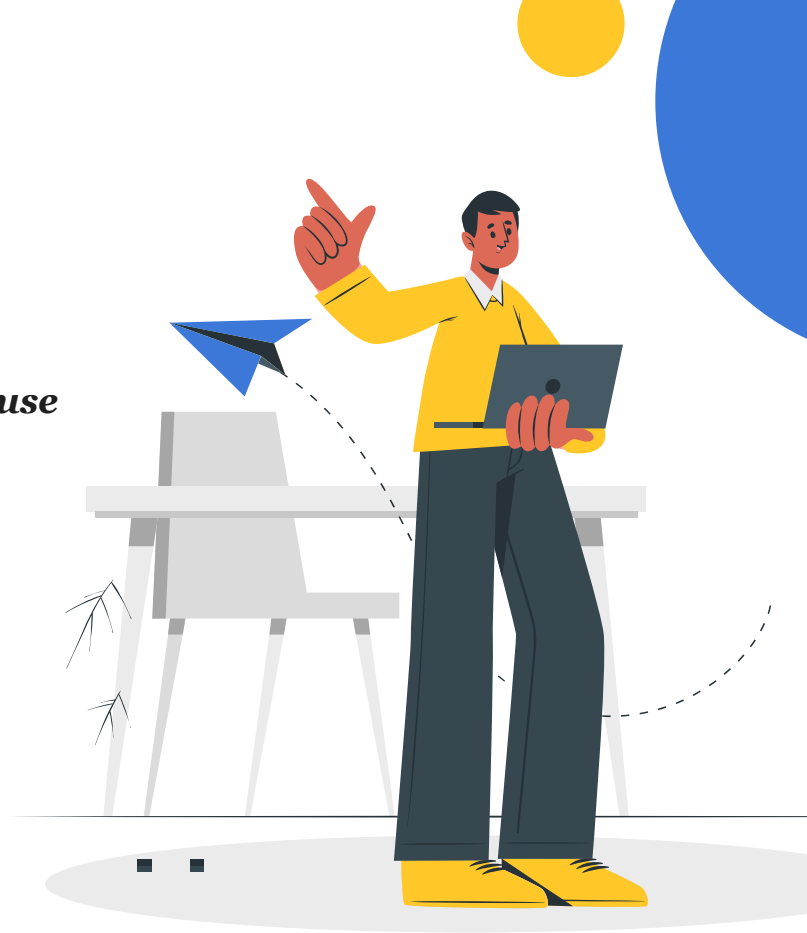
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Many many more...

Commitment

Highly inclusive leaders are committed to DEI because these objectives align with their personal values & because they believe in the business case.

- Personal Value - Fairness & Respect
- Business Value - DEI & make it a business priority



The Business Case

Organizations with diverse & inclusive culture are more likely to



Business outcomes



Innovative & Agile



High Performing



Financial Targets

Also because it's the right thing to do!



Courage

Highly inclusive leaders speak up & challenge the status quo, they are humble about their strengths & weaknesses

- Humility
- Challenge status quo! (them, others, system)
- Bravery - be a change agent



Curiosity

Highly inclusive leaders have an open mindset, a desire to understand how others view & experience the world, & a tolerance for ambiguity.

- Openness/Vulnerability
- Different perspectives - not 1 way
- Acceptance of Ambiguity



Cultural Intelligence

Highly inclusive leaders are confident & effective in cross-cultural interactions.

- Interest in learning about cultures
- Knowledge of similarities & differences
- Adaptability to changes styles



Collaboration

Highly inclusive leaders empower individuals as well as create & leverage the thinking of diverse groups.

- Empower, Create accountability
- Psychological Safe spaces
- Include explicitly



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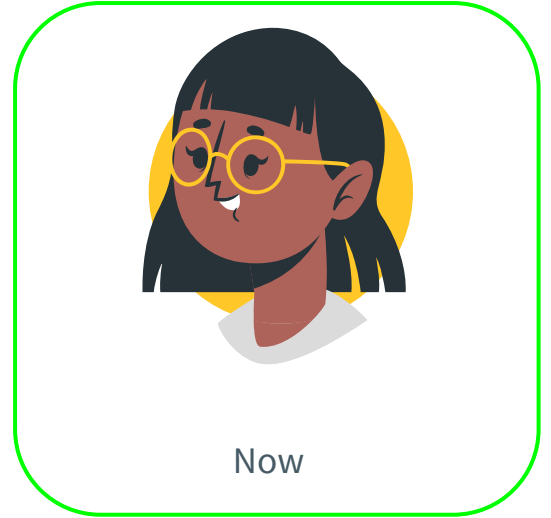


The six signature traits

My story



Then



Now

**Do you want to be that
leader who makes a
difference?**

Takeaways

- Acknowledge that biases exists, we are all human
- Lead by example
- Understand different perspectives, Being 'intentional' is the key!
- Challenge status quo! (them, others, system)
- Empower, Create accountability and Psychological Safe spaces

Thank You

CREDITS: This presentation template was created by **Slidesgo**, including icons by **Flaticon**, infographics & images by **Freepik** and illustrations by **Stories**

