

Frost Included

Inclusive Leadership in a virtual world

Stephen Frost

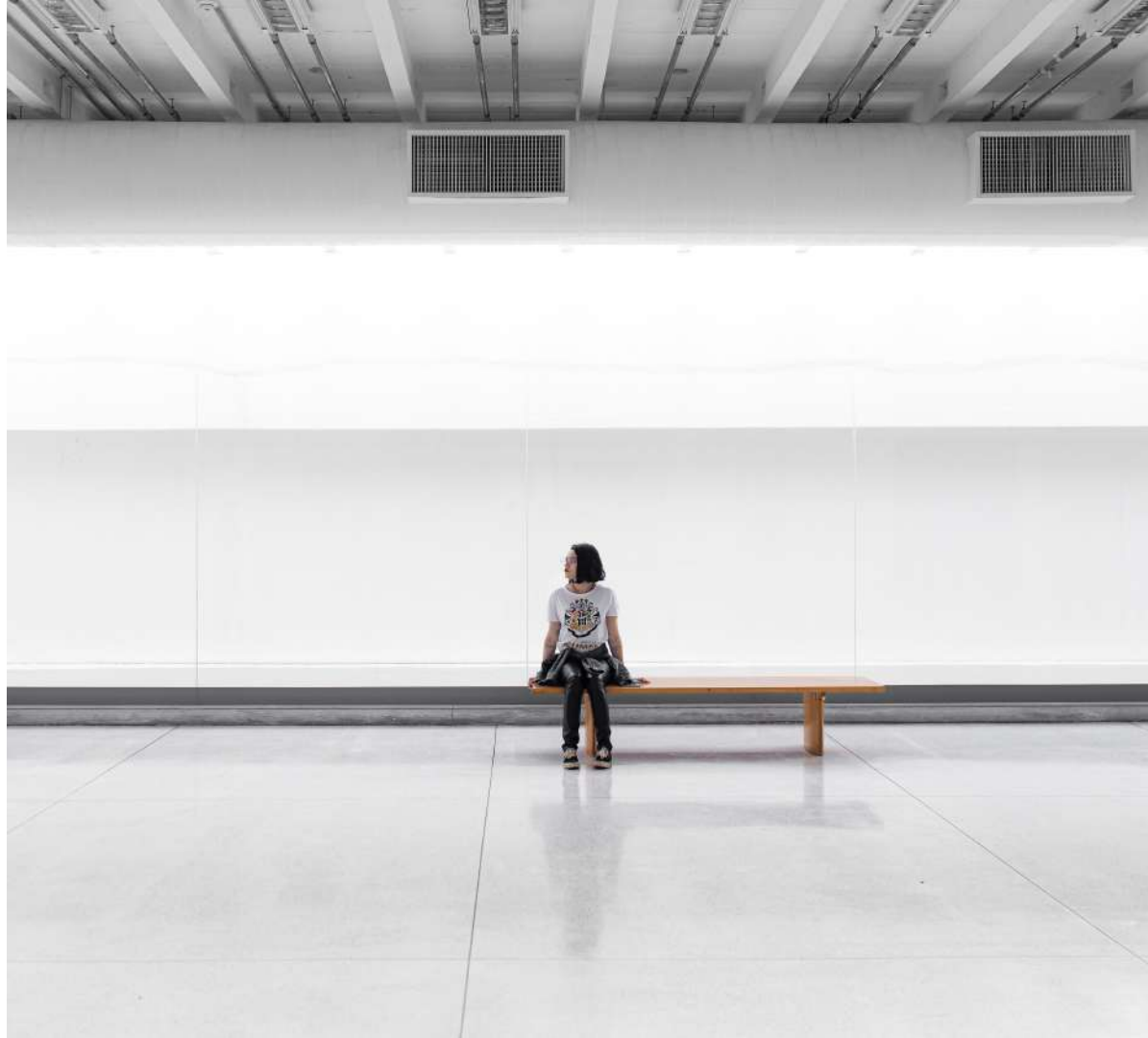
@frostincluded

9 May 2020

Poll 1 - how are you
feeling in your body
and mind right now?

1 = terrible

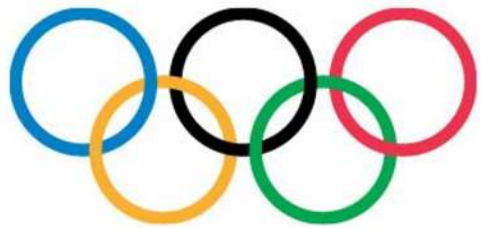
5 = great





WORLD

THE WORLD IS
TEMPORARILY CLOSED



Reminder: Leadership
is about behaviours



Definition

Inclusive leadership is valuing, seeking out and leveraging our differences:

- Psychological safety
- Open mind
- Active listening
- Transparent decision-making

Not:

- Involving “everyone in everything”
- Including difference for the sake of it

A group of young people, mostly women, are gathered outdoors for what appears to be a climate protest or demonstration. They are dressed in winter clothing, including coats, scarves, and hats. In the center, a young woman in a bright yellow jacket is speaking into a microphone. To her left, another young woman in a brown coat and red beret looks on. To the right, a young man in a pink jacket and blue beanie is visible. The background shows a stone building with arches. The overall tone is serious and determined.

“We don’t want these things done by 2050, 2030 or even 2021. We want them done now.”

- Greta Thunberg



The average age of an S&P 500 company is now
less than 20 years.

A warm-toned photograph of a modern workspace. On a light-colored wooden desk, a silver laptop is open, displaying a website with architectural images. Behind it, a large monitor shows a desktop background with the text "WORKHARD ANYWHERE" over a mountain landscape. A white desk lamp is mounted on the wall above the monitor. To the left of the laptop is a small potted plant, and to the right is a larger potted plant in a wooden planter. A white mouse sits on a dark mousepad in the foreground. The entire scene is bathed in a warm, orange-gold light.

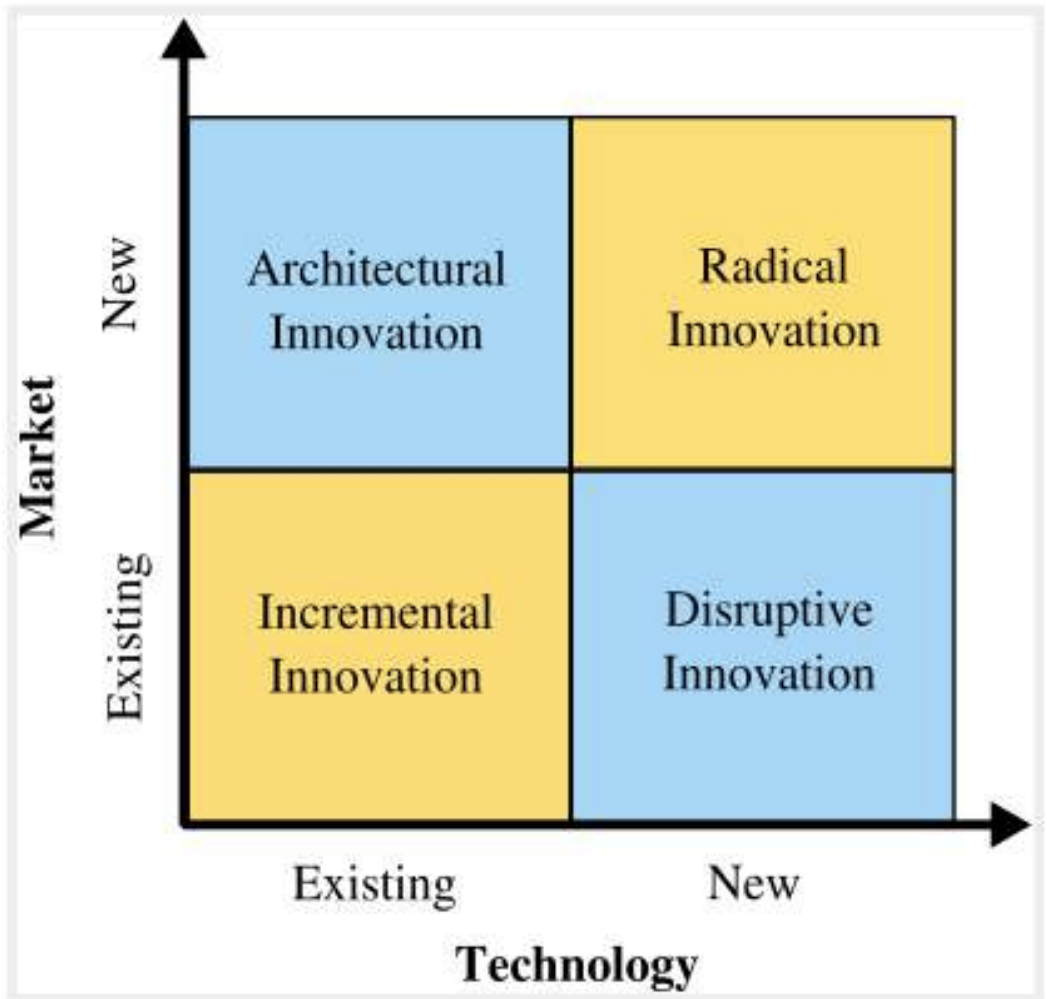
“The most important thing about a technology
is how it changes people.”
- Jaron Lanier



“Once social change begins it cannot be reversed.”

- Cesar Chavez

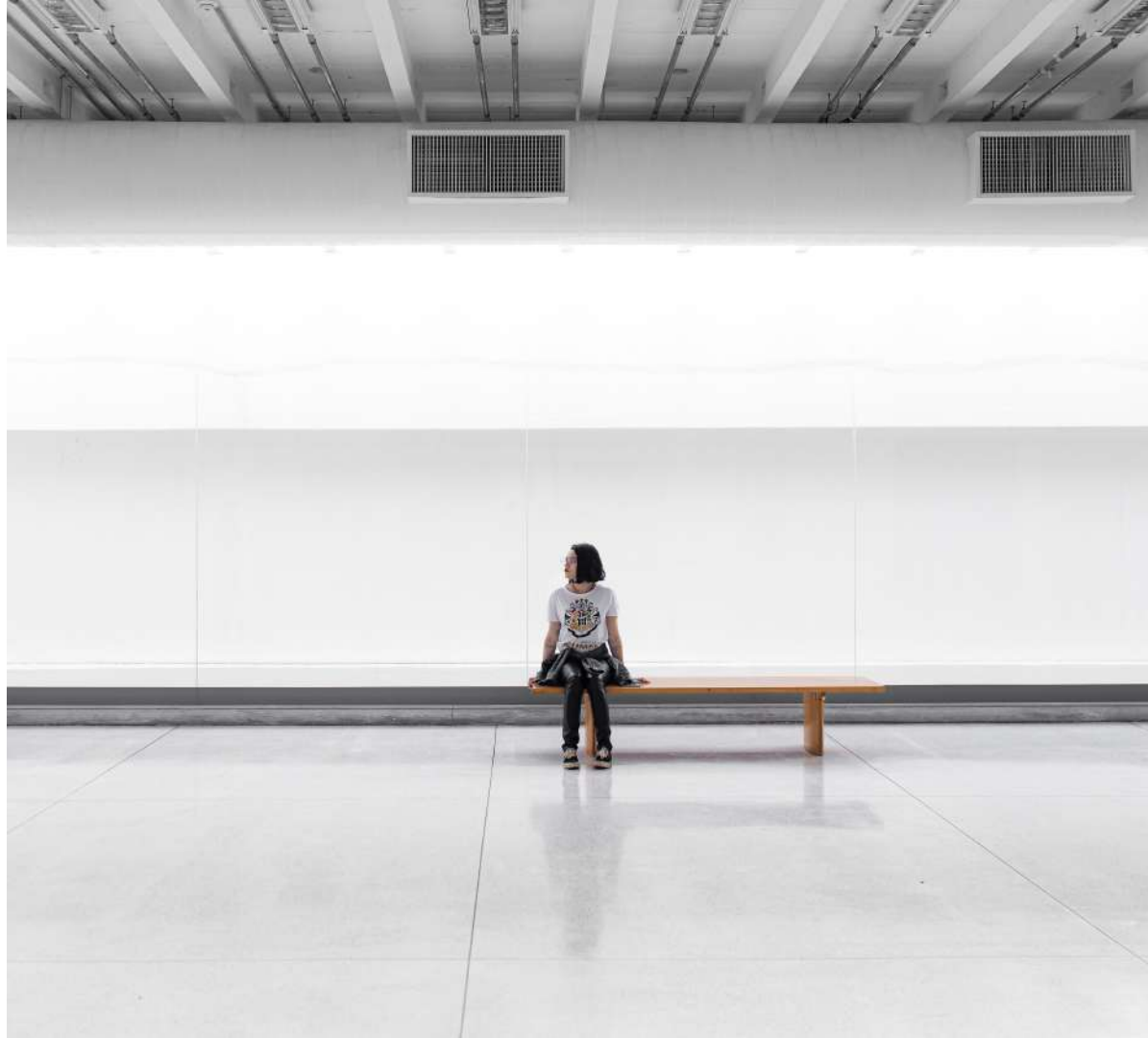
Context:
We are living
in a time of
forced
innovation



Poll 2- Does this future
excite you or scare
you?

Scare = 1

Excite = 5



Challenges





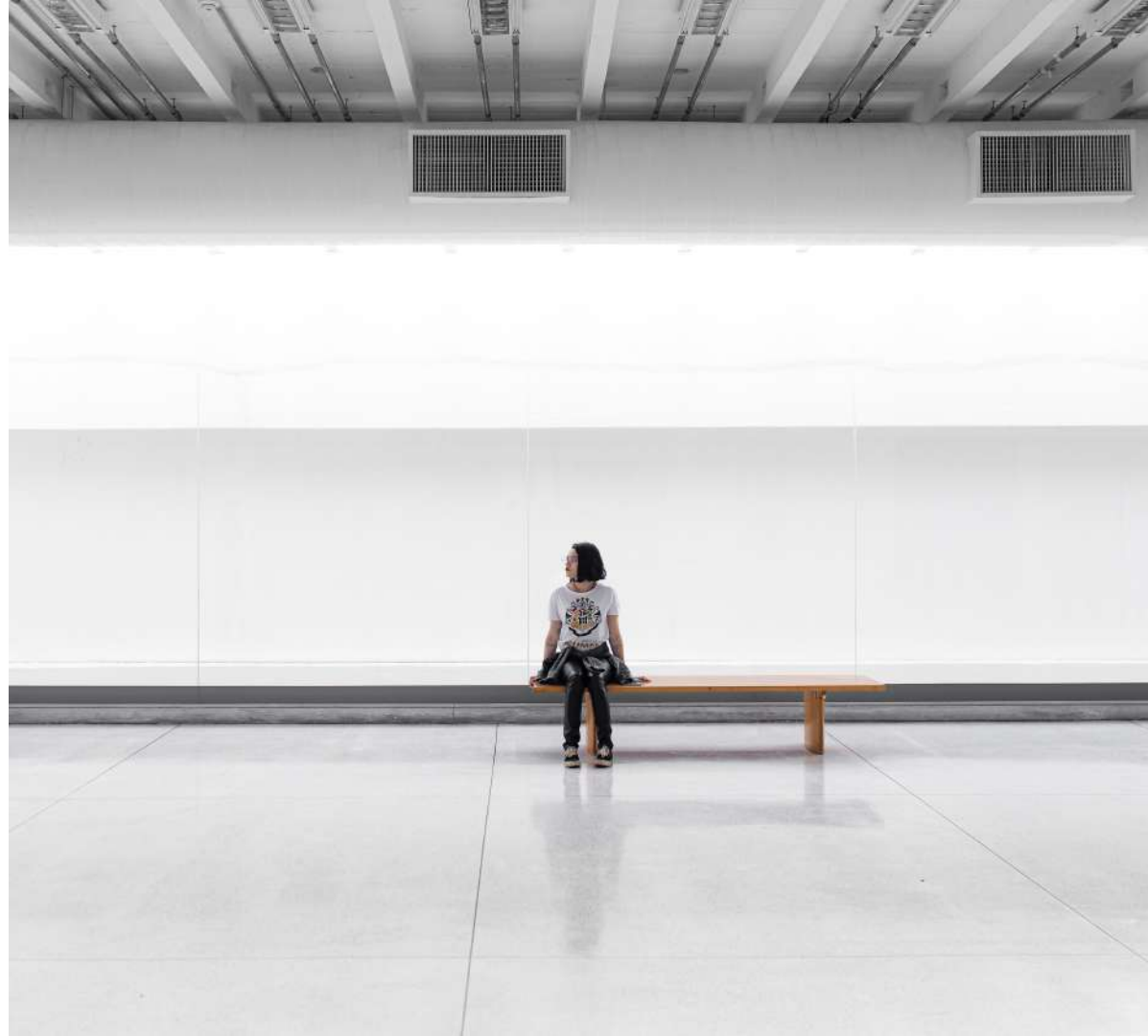
Hope



Poll 3 – how ready and prepared is your organisation for this future?

1 = not at all

5 = embracing it







USA 0 - 0 LAT
Set 1: 0-0
Set 2: 0-0
Total: 0-0

Beijing 2008



Beijing 2008

Beijing 2008

Beijing 2008

8

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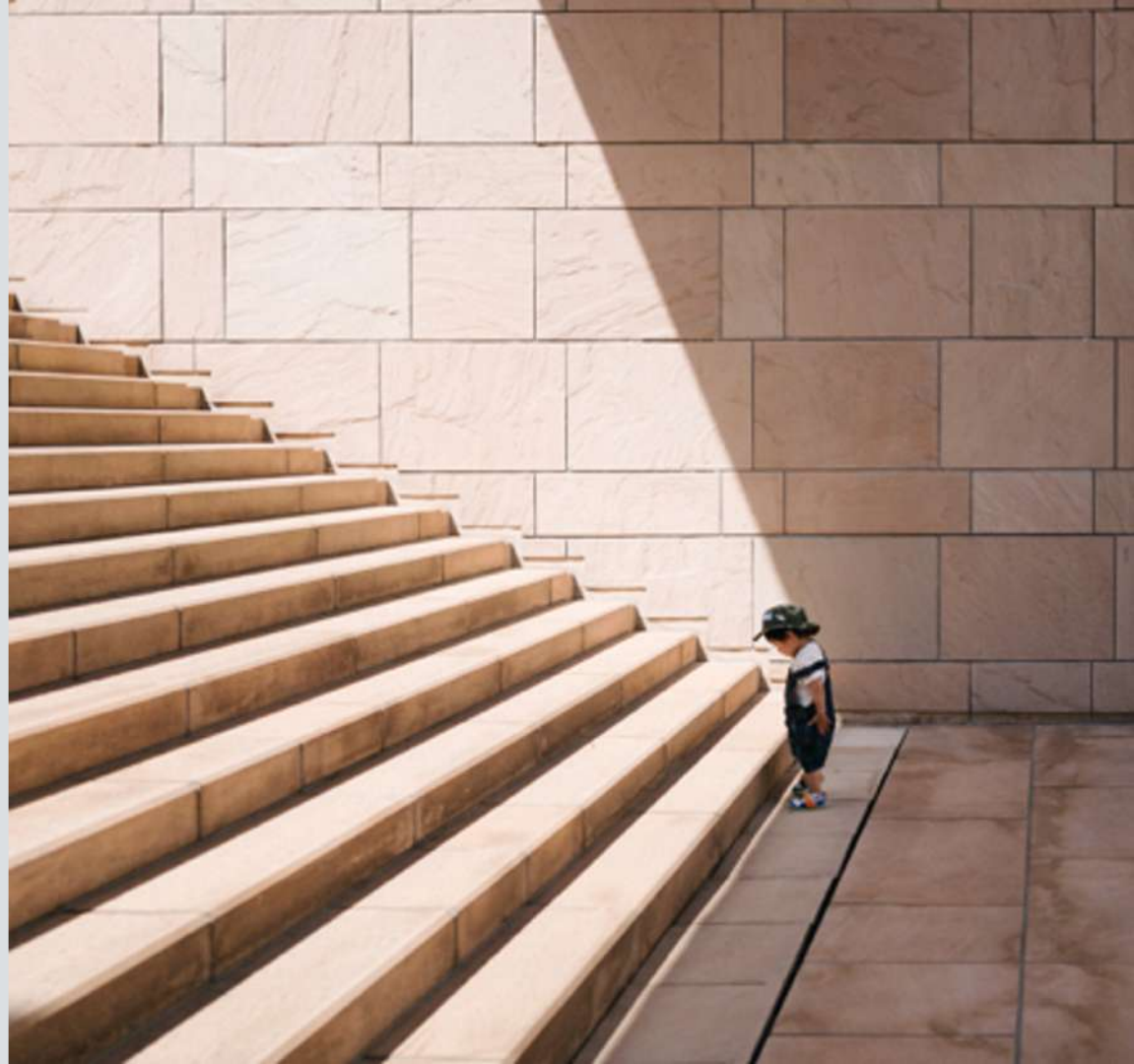




1. Empathy



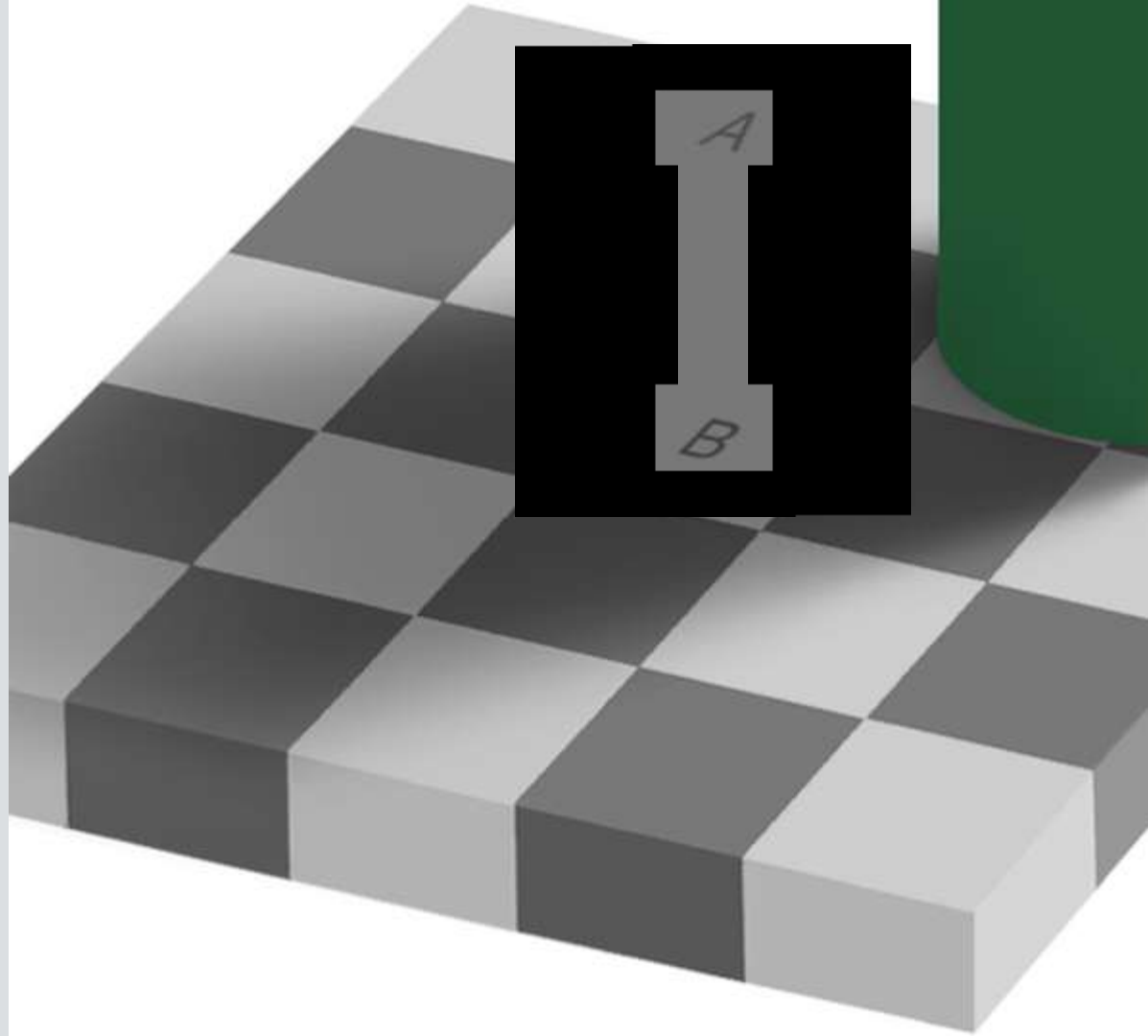
2. Decision Making



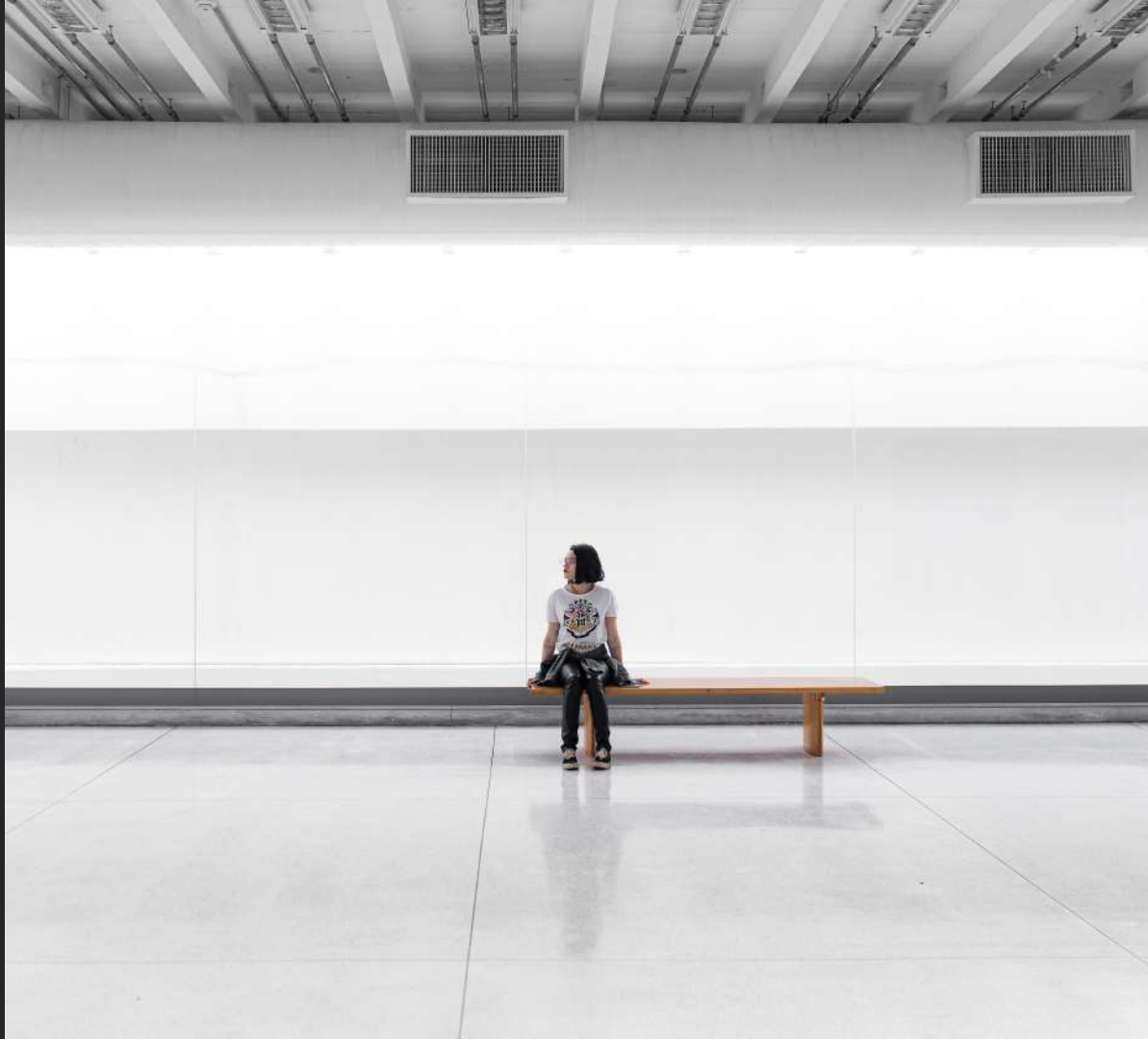
3. Participation



4. Self Awareness



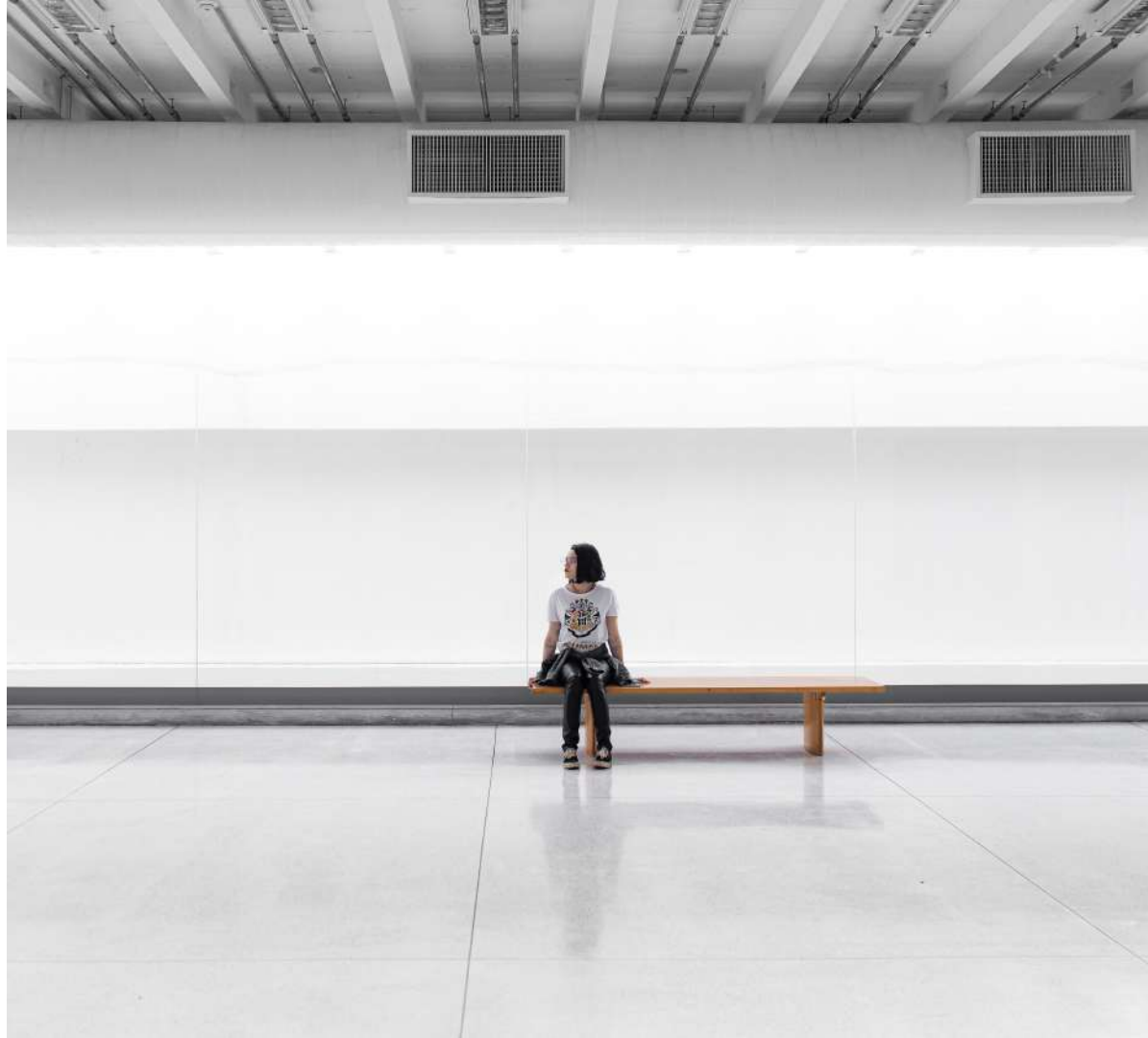
5. Focus



Poll 4 - how are you
feeling in your body
and mind right now?

1 = terrible

5 = great



- 1. Empathy**
- 2. Decision-making**
- 3. Participation**
- 4. Self-awareness**
- 5. Focus**
6. Technical inclusion
7. Timing
8. Bias
9. Maintain good practice
10. Future vision

Learn from yesterday, live for today, hope for tomorrow. The important thing is not to stop questioning.

Albert Einstein



Diversity is a reality | Inclusion is a choice™



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