



**ECO-MEDIA**

## **Lesson 2**

# **Introduction to Leadership and Inclusive Leadership**

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# Introduction

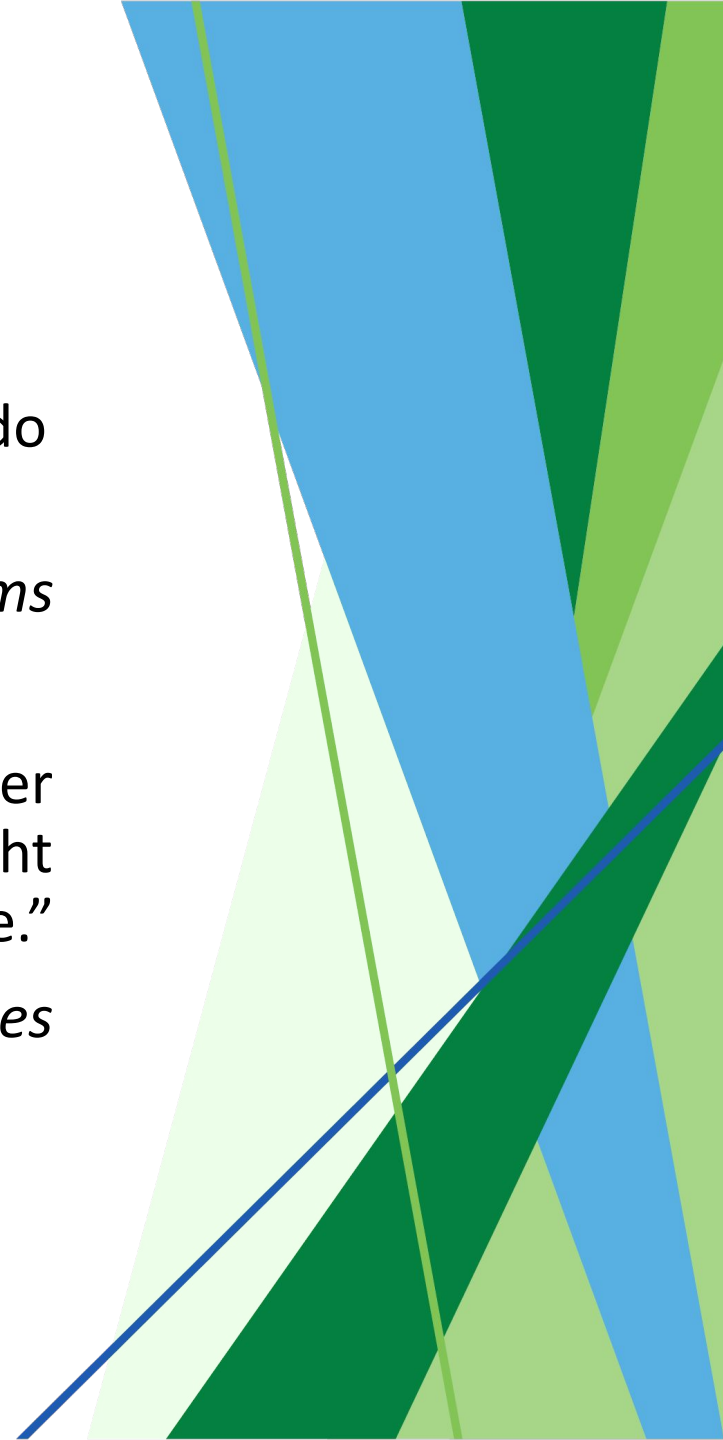


“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

*President John Quincy Adams*

“A leader takes people where they want to go. A great leader takes people where they don’t necessarily want to go, but ought to be.”

*Rosalynn Carter, former first lady of the United States*



# Objectives of the lesson

- Provide a basic introduction to leadership and inclusive leadership.
- Understanding the qualities and skills of an effective leader.
- Understanding the importance of inclusion in leadership fostering inclusive workplaces.
- Developing an understanding of the ethical responsibilities of a leader.
- Understand the role of ethics in leadership.



# Learning outcomes

- Increased knowledge of the concept of leadership.
- Identify different leadership styles.
- Increased critical thinking about leadership.
- Increase self-awareness of leadership issues.
- Link diversity and inclusion with leadership.
- Embrace diverse perspectives in the workplace.



# Targeted skills

- Leadership
- Critical thinking
- Communication
- Diversity skills
- Empath skills
- Inclusion skills



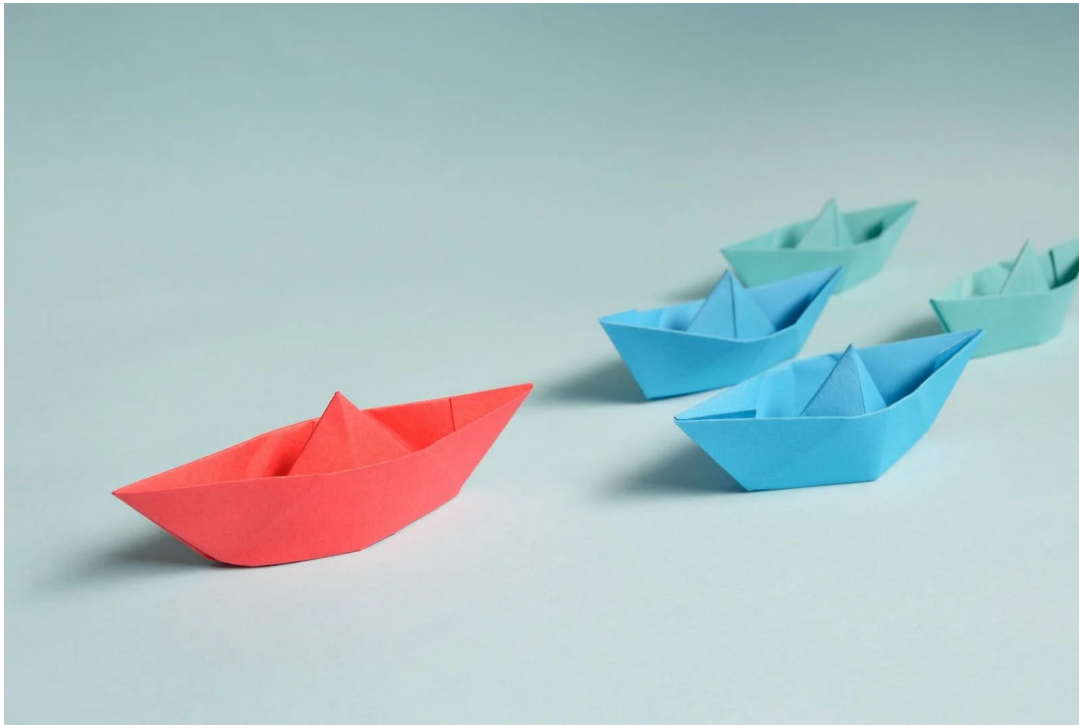
# Leadership

*“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.”*  
Jack Welch





**What has been your experience of leadership?**



# Leadership

The ability to inspire, influence, and guide others towards achieving a common goal or vision.

Involves taking responsibility, making decisions, setting direction, motivating and supporting others to achieve their full potential.

Effective leadership involves being able to understand the needs and motivations of the people being led.

Ability to adapt to different situations and challenges.



# Are leaders born or made?



LEADERSHIP



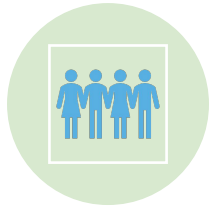
# Who is a leader?



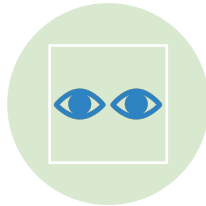
Someone who influences, guides, or inspires others to achieve a common goal.



Someone with vision, and charisma.



Someone making the vision a reality.



Someone who is able to motivate and empower others to work together towards a shared vision or objective.



A leader is not necessarily someone in a position of authority or power but can be someone who possesses the ability to inspire and motivate others to take action.



# Important characteristics of a leader



# Characteristics of an effective leader

- ***Visionary***: Clear vision of what to achieve and communicate it effectively to their team.
- ***Strong communication skills***: Good communicators, able to articulate their thoughts and ideas clearly and listen actively to their team.
- ***Decisiveness***: They make tough decisions, often under pressure and are able to weigh the options, analyze the risks and make decisions with confidence.
- ***Emotional intelligence***: Effective leaders are aware of their own emotions and those of their team members managing them effectively.
- ***Accountability***: They take responsibility for their actions and decisions.
- ***Adaptability***: Ability to respond to changing circumstances and keep their team focused on the goals.
- ***Integrity***: They are honest and ethical and expect the same from their team members.
- ***Empathy***: Empathetic skills and ability to put themselves in their team members' shoes.
- ***Positive attitude***: Effective leaders maintain a positive attitude, even in difficult situations, inspiring their team to stay focused and motivated towards achieving the goals.



# 10 things that authentic leaders do according to Robin Sharma

- They speak their truth.
- They lead from the heart.
- They possess strong moral values.
- They are courageous.
- They build teams and create communities.
- They deepen themselves (know their weaknesses strengths).
- They are dreamers.
- They care for themselves.
- They commit to excellence rather than perfection.
- They leave a legacy.



# 5 levels of leadership according to John Maxwell

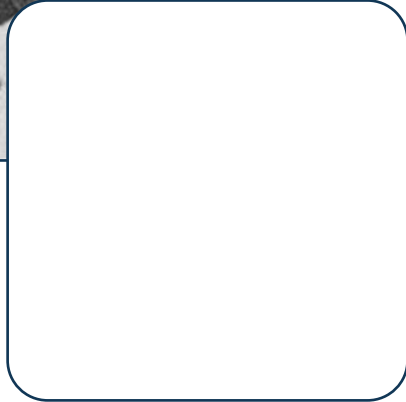
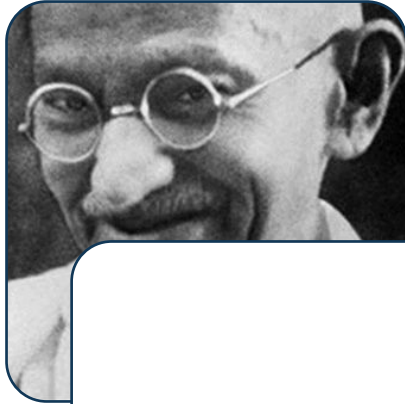
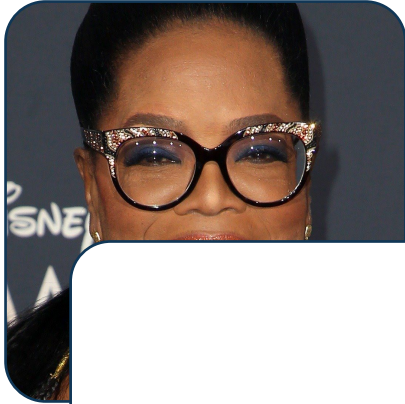
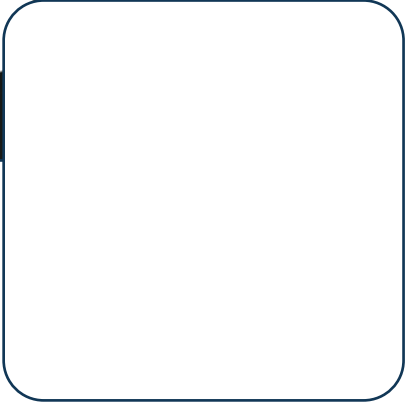
- ***Positional Leadership (Rights)***: This is the lowest level of leadership, which is based solely on title or position. People follow because they have to, not because they want to.
- ***Permission Leadership (Relationships)***: At this level, leaders start to build relationships with their followers, which leads to trust and respect. People follow because they want to, not because they have to.
- ***Production Leadership (Results)***: At this level, leaders focus on achieving results and getting things done. They lead by example and set high standards for their team to follow.
- ***People Development (Reproduction)***: Leaders prioritize the growth and development of their team members. They invest time and resources to help their team members reach their full potential.
- ***Pinnacle Leadership (Respect)***: The highest level of leadership, where leaders have a significant positive impact on the world. They have a strong vision and inspire others to work towards it. They focus on creating a legacy that will continue to benefit others long after they are gone.



# Types of Leadership

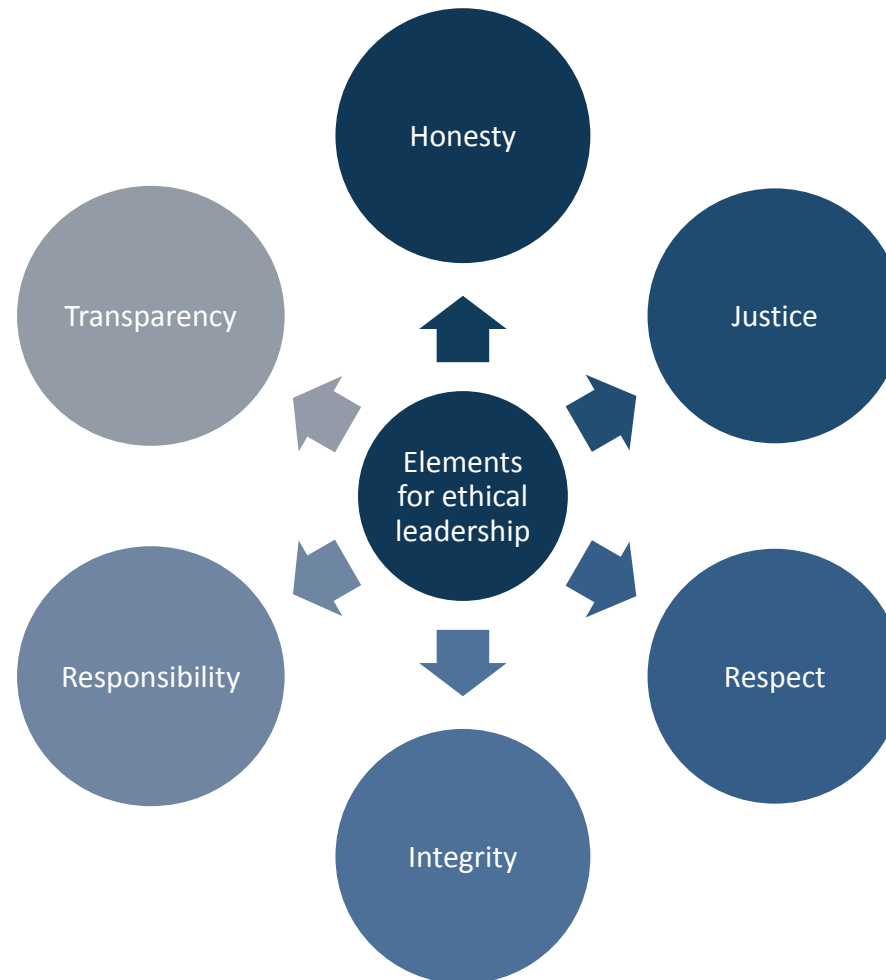


# Types of Leadership



# Ethics and Leadership

- Ethical leadership involves leading with integrity and guiding others to make ethical decisions.
- Ethical behavior helps leaders gain the trust of their followers.
- Leaders are role models, by demonstrating an ethical behavior they encourage their followers to do the same.



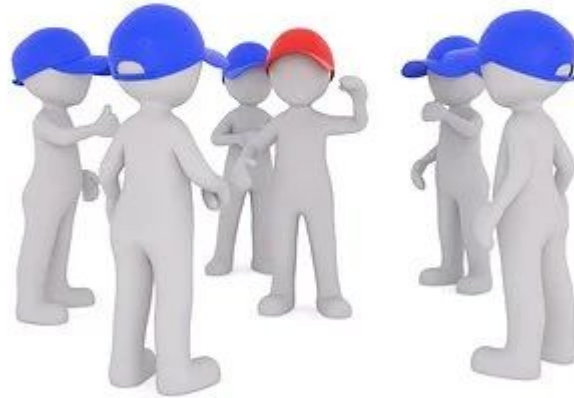
# Exercise 1

- Think of a leader of the past who has inspired you the most. Why do you find this person inspiring?
- Think of a leader of the present who has inspired you the most. Why do you find this person inspiring?



# I am not a leader...why me?

- Anyone can be a leader, regardless of their job title or position of authority.



# Exercise 2

Leaders are...  
(Complete top  
characteristics)

Leaders can (Complete  
top abilities)

Leaders think (Complete  
top beliefs)



# Exercise 2 - Brainstorming

- Does each of the characteristics you listed describe you as a leader? Why or why not?
  - Which of the characteristics best describes you and which describes you the least?
  - What do you need to improve?
- 
- Does each of the abilities you listed describe you as a leader? Why or why not?
  - Which of the abilities best describes you and which describes you the least?
  - What do you need to improve?
- 
- Does each of the beliefs you listed describe you as a leader? Why or why not?
  - Which of the beliefs best describes you and which describes you the least?
  - What do you need to improve?





# Inclusive Leadership

*“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.”*  
Jack Welch





# What is inclusion?



# Inclusion is about creating...

...an environment where everyone feels welcomed, respected, and valued, regardless of their background, identity, or differences.

...a safe and supportive space where everyone has equal opportunities to participate, contribute, and thrive.



# Brainstorming...

What do you think inclusive leadership is about?



# What is inclusive leadership?

- Inclusive leadership refers to the **ability of a leader to create an environment where everyone feels valued and respected**, regardless of their differences.
- Acknowledging **diversity** and promoting **equal opportunities** for all individuals to contribute and reach their full potential.
- An inclusive leader recognizes and appreciates the **unique perspectives and strengths that each person brings to the team** and actively seeks to create a culture of belonging where everyone feels empowered to participate and collaborate.



# Important characteristics of inclusive leaders

## Empathy

- Inclusive leaders understand and connect with their team members and are able to put themselves in their shoes.

## Open-mindedness

- Inclusive leaders are open minded and are receptive to new ideas and perspectives.

## Cultural competences

- Inclusive leaders possess a strong understanding of diverse cultures, values, and beliefs.

## Fairness and equity

- Inclusive leaders are committed to treating everyone fairly and equitably, regardless of their background or identity.

## Collaboration

- Inclusive leaders encourage collaboration and teamwork, and they recognize that diverse perspectives and experiences can lead to better outcomes.

# Inclusion in the workplace

- Inclusion in the labor market refers to creating an environment where all individuals have access to employment opportunities regardless of their race, gender, age, religion, disability, or other personal characteristics.





# Why is inclusion important in the workplace?

employees of diverse backgrounds are represented in the workplace.

as employees feel valued and motivated.

and want to work in a supportive environment.

to the needs of a diverse customer base.

community among employees.



# Brainstorming exercise

- Think of a leader that was for you, a great inclusive leader, what did she/he do that made them inclusive and stand out from other managers and leaders?
- What impact did they have on your performance and career?





# Conclusions



# Conclusions

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Leaders can come from any level within an organization.

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Good leaders set clear goals and expectations for their team.

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Leaders should inspire and motivate their team, and lead by example.

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Leadership is not about being in control, but about empowering others and building relationships.

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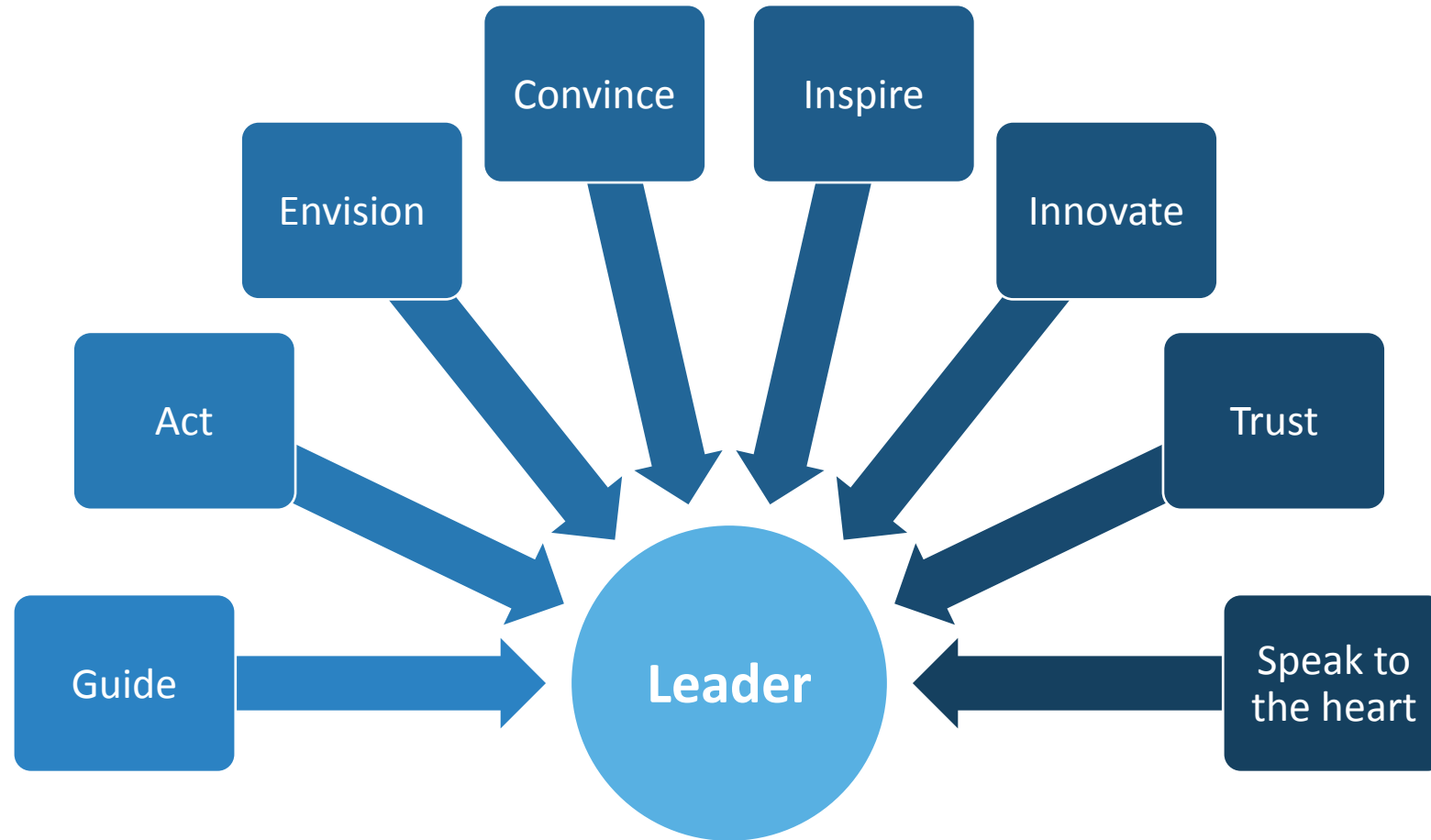
Ethical leadership is important for creating a culture of trust and integrity.

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Inclusive leaders embrace diversity and create an environment of respect and acceptance.



# Conclusions



# References and additional resources



# References

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# Additional resources

- 4 Tips to Improve Leadership Skills. Available at: <https://www.youtube.com/watch?v=61OzhSrgsd8>
- How to Master the Art of Leadership | Simon Sinek's Greatest Speech. Available at: <https://www.youtube.com/watch?v=iu7nwbFm8Os>
- How to Establish Yourself as a Leader - 9 Leadership Tactics. Available at: [https://www.youtube.com/watch?v=R2qu\\_j6GAG8](https://www.youtube.com/watch?v=R2qu_j6GAG8)
- Inclusive Leadership. Available at: <https://www.youtube.com/watch?v=VWgX0pdpMV8>
- Diversity and Inclusion in the Workplace. Available at: <https://www.youtube.com/watch?v=uHYuDDHvU64>



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