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Inclusive leadership

Out of the three kinds of leaderships: Servant, Adaptive and inclusive leadership, the kind of leadership that I mostly connect with is Inclusive leadership. We live in an increasingly diverse world where people of different ages, races, backgrounds, cultures, ethnicities, genders and religions are all around us. Such diversity is also present in workplaces all around the world. Hence the concept of inclusion becomes imperative as diversity brings many benefits to the workplace (Northouse, 2021)

A leader who can manage the diversity and create a sense of inclusion among the followers is an inclusive leader. "Inclusive leadership means having the ability to lead a diverse group of people while demonstrating respect for each person's unique characteristics without bias" (Radicioni, 2021). Inclusive leaders realize the benefit that diversity can bring to the workplace and ensure that their followers feel a sense of belongingness, acceptance and feel connected to the others at the same time retaining their inherent uniqueness (Northouse, 2021). It creates a workspace where everyone brings in their real self to work without fear of judgement, non-acceptance and discrimination. It creates a harmonious workspace where people feel safe, supported, and heard. When this happens, they perform and collaborate better.

I identify most with inclusive leadership because I come from a diverse and multicultural background. I feel due to my upbringing and background, I can offer a unique perspective to a lot of things. I would like my leader to value that perspective and hear my viewpoint. As an inclusive leader, I would build a diverse team that is strong and reflects the world around us. Creating social and cultural awareness is the first and foremost task. When we understand different cultures, we can engage meaningfully with a wide variety of people coming from diverse cultures and ethnicities.

According to a survey done by Deloitte and published in the Wall Street journal there are six types of traits that inclusive leaders have: commitment, courage, cognizance of bias, open mindedness, cultural intelligence and being collaborative. (Dillion and Bourke, 2016). I feel I have a lot of these qualities that an inclusive leader should have. I am cooperative, collaborative, and open minded enough to assimilate different kinds of personalities, viewpoints and thought processes. I understand cultural biases and feel that I can rise above them to serve my organization and team. I truly believe as an inclusive leader, I will be able to lead a team that generates more and more new ideas, is creative and innovative and greatly benefits the organization.

References

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2. Northouse, P.G. (2021). Leadership: theory and practice. Ninth Edition. Los Angeles, SAGE Publications.
3. Radicioni, B. (2021, January 19). What is inclusive leadership? Babson Thought and Action. <https://entrepreneurship.babson.edu/what-is-inclusive-leadership/>