



COMSEP

Better Health for All Patients
Through Pediatric Education

Conversations about Leadership

The case of the inclusive leader

10 March 2025

Nicole Johnson

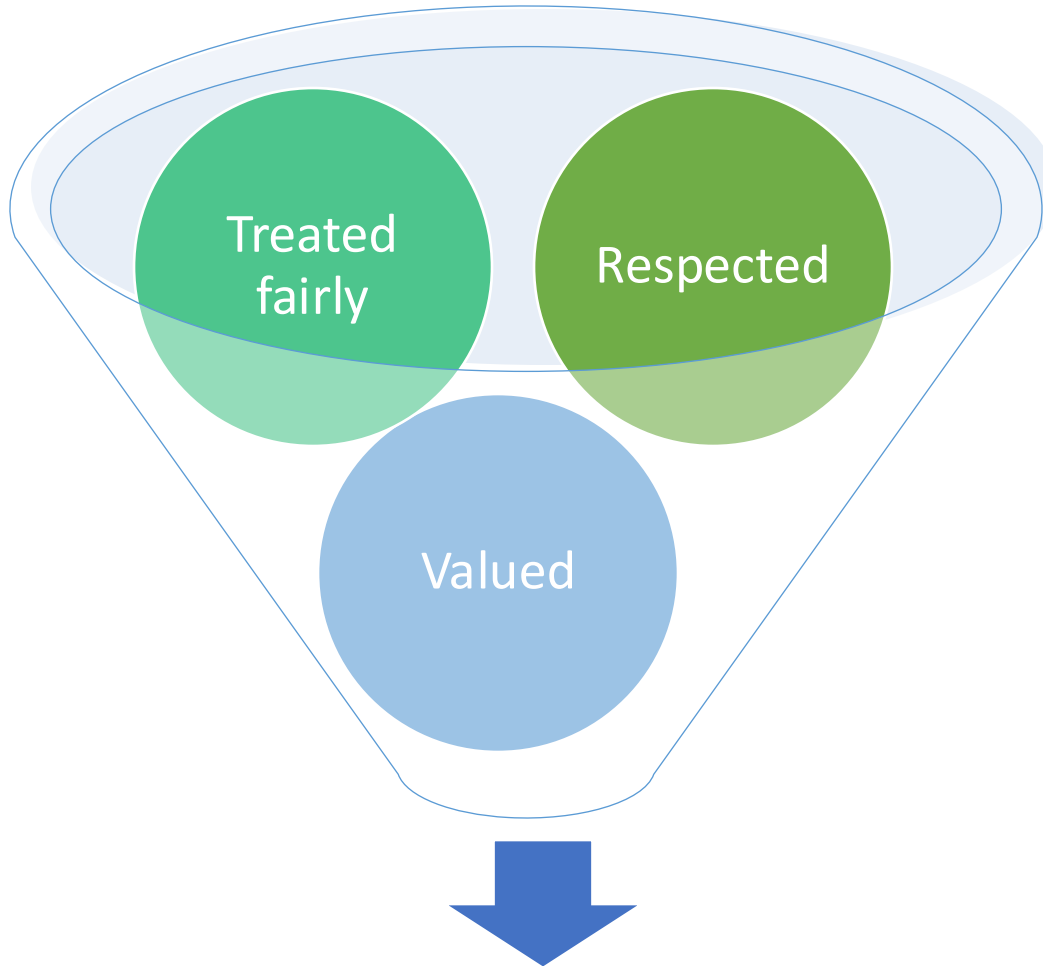
with Mike Barone, Sherilyn Smith, Joe Gigante, Susan Bannister

What is Inclusive leadership ?

- Emerging style of leadership that generates a sense of inclusiveness through visible awareness of bias and an expression of humility and empathy

<https://hbr.org/2020/03/the-key-to-inclusive-leadership>

Employee/Worker experience under Inclusive leadership



Belong: Can speak up, Go the extra mile, collaborate; Improve performance

Six Traits of an Inclusive Leader

Six C's

Cognizance- Aware of bias

Courage – Humility

Commitment- Visible

Curiosity- About others

Cultural Intelligence- as stated

Collaboration- Effective

<https://hbr.org/2020/03/the-key-to-inclusive-leadership>

https://www2.deloitte.com/content/dam/insights/us/articles/six-signature-traits-of-inclusive-leadership/DUP-3046_Inclusive-leader_vFINAL.pdf



Cognizance

Because bias is a leader's Achilles' heel



Curiosity

Because different ideas and experiences enable growth



Cultural intelligence

Because not everyone sees the world through the same cultural frame



Courage

Because talking about imperfections involves personal risk-taking



Commitment

Because staying the course is hard

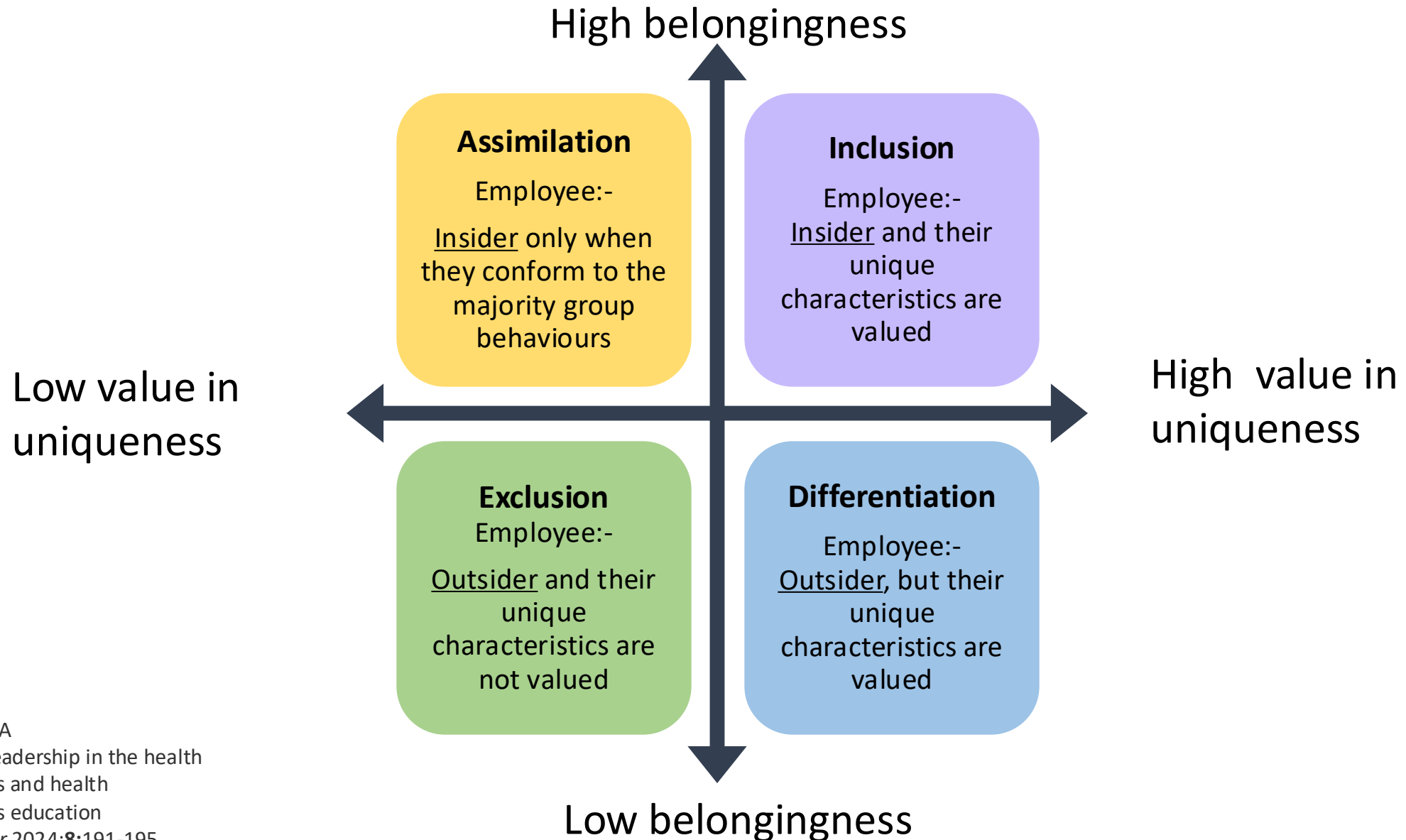


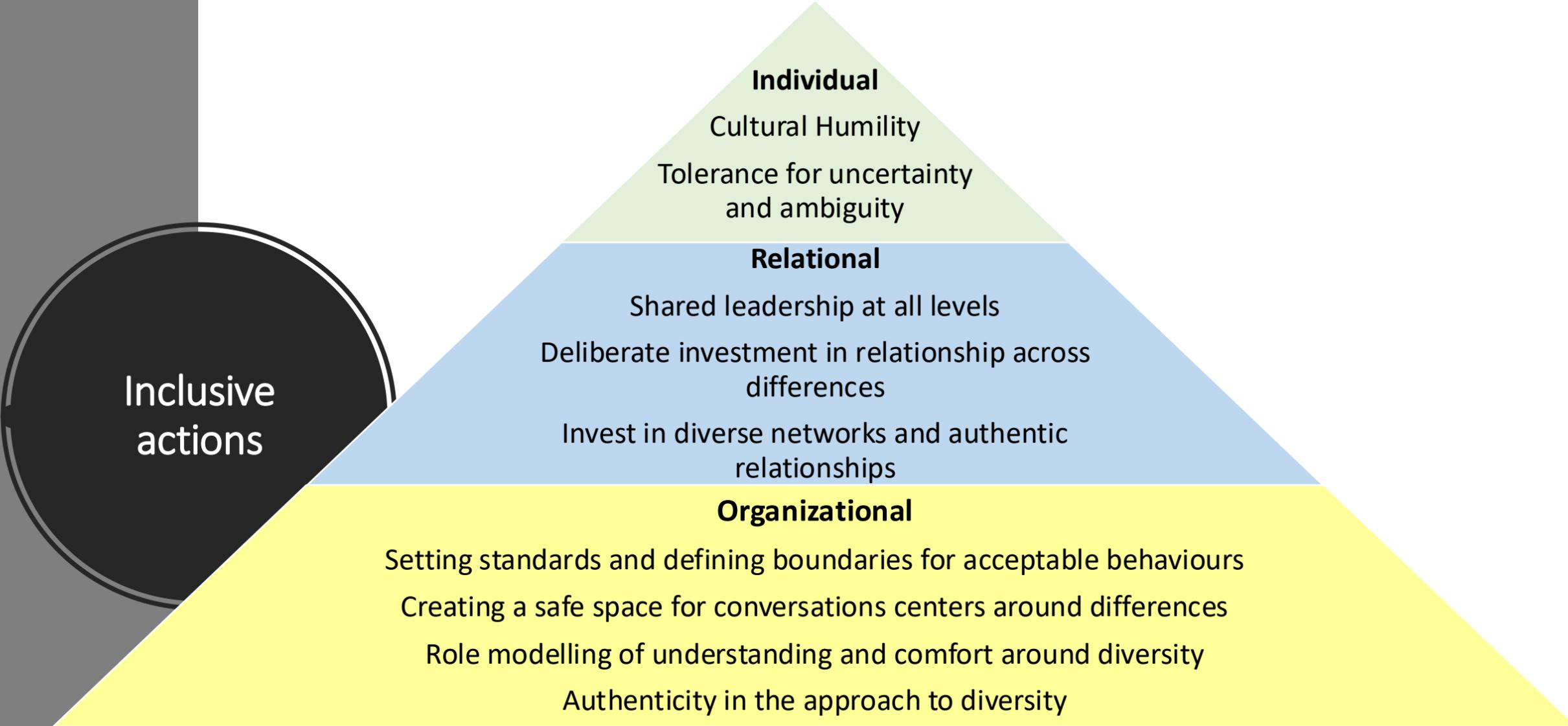
Collaboration

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

The six signature traits

Inclusion Framework for leaders





**Inclusive
actions**

Individual

Cultural Humility
Tolerance for uncertainty
and ambiguity

Relational

Shared leadership at all levels
Deliberate investment in relationship across
differences
Invest in diverse networks and authentic
relationships

Organizational

Setting standards and defining boundaries for acceptable behaviours
Creating a safe space for conversations centers around differences
Role modelling of understanding and comfort around diversity
Authenticity in the approach to diversity

Kusurkar RA: Inclusive leadership in the health professions and health professions education
BMJ Leader 2024;**8**:191-195.

Stages of Inclusive Leadership



<https://inclusiveleaderassessment.com/SurveyResults?SurveyResponseGUID=a5a520ce-7f8b-4ed8-acd2-68df7202fe56>

Jennifer Brown: How to Coach for Inclusive Leadership
https://youtu.be/0_al5QTxd10?s_i=y0Q7wmhek5nyM-M3

Group Discussion



- **Question 1:**

What **concepts** from the pre-read article resonates with you, why?

- **Question 2:**

Think of a leader you admire. What **inclusive leadership qualities** do they **possess** and how do these qualities **apply to healthcare leadership?**

- **Question 3:**

What **aspects of inclusive leadership** do you find the most challenging to begin or continue practicing as a healthcare leaders?

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Let's reflect on the article we just read 

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Inclusive leadership

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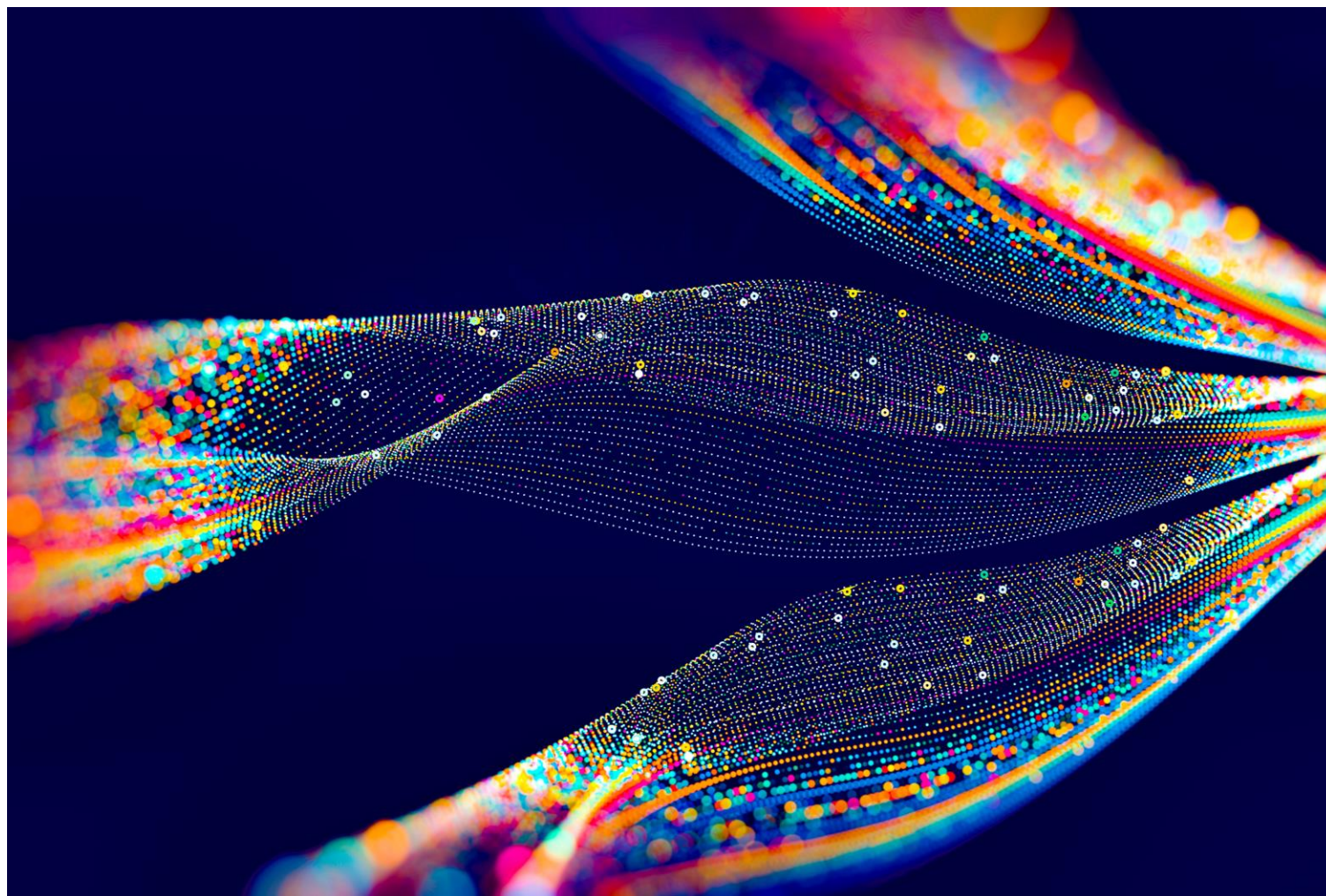
Inclusive leadership- C...  

Choose a slide to present

Let's reflect on the article we just read 

Please join by scanning the QR code

1. What **concepts** from the pre-read article resonates with you, why?
0 responses



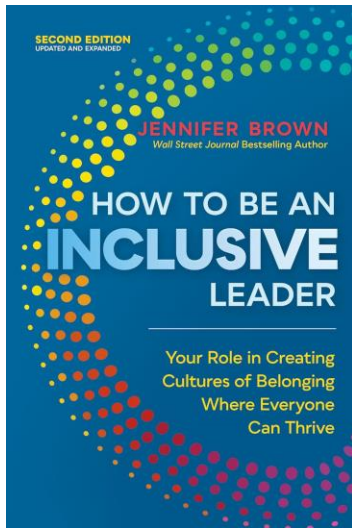
Themes

Learnings and the next conversation

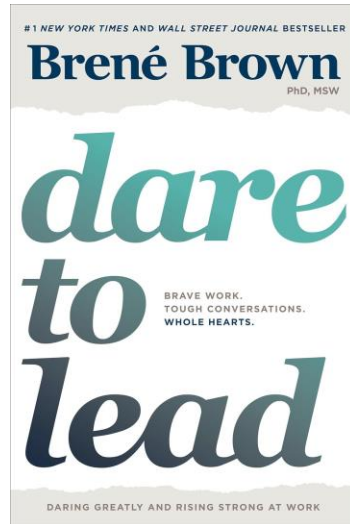


- What is one thing that you will take away and do because of our conversations today?
- Next Conversation about Leadership:
 - Date: 1st Monday in June
 - Look for the invitation soon!

Additional resources



- <https://jenniferbrownspeaks.com/how-to-be-an-inclusive-leader/>
- <https://brenebrown.com/hubs/dare-to-lead/>



- **The Key to inclusive leadership:**
<https://hbr.org/2020/03/the-key-to-inclusive-leadership>
- **The six signature traits of inclusive leadership-Thriving in a diverse new world:**
<https://www2.deloitte.com/us/en/insights/topics/talent/six-signature-traits-of-inclusive-leadership.html>
- **Inclusive leadership in the health professions and health professions education:**
[Kusurkar *BMJ Leader* 2024;8:191-195. doi: 10.1136/leader-2023-000868. PMID: 38182413](https://doi.org/10.1136/leader-2023-000868)



10 Best Inclusive Leadership Podcasts

https://podcast.feedspot.com/inclusive_leadership_podcasts/



Jennifer Brown: How to Coach for Inclusive Leadership

https://www.youtube.com/watch?v=0_al5QTxd10

Inclusive leadership: Dr Steven Jones

<https://youtu.be/AYwUww2aWBY>

How to become an inclusive leader | Meagan Pollock, PhD |

TEDxWolcottCollegePrep

<https://www.youtube.com/watch?v=1MaFOGEPpOo>