

Here's another set of ideas from Bill Gillory – Last time he spoke at Forum he covered Team Building.

Diversity - Creating an Inclusive Culture

Ten Leadership/Management Implementation Strategies – A Toolbox

1. First and foremost, **establish personal credibility** by creating and implementing your own personal inclusion plan — with specific, definable, and measurable objectives.
2. **Identify or appoint an action team** within your department or business unit to address the most prominent issues that prevent inclusion of all employees.
3. Select someone who is significantly different from yourself and **establish a six-month mentoring process**.
4. Acquire assistance in designing a **personal inclusion slide presentation** that is unique to your department or business unit which includes: definition of inclusion; unique issues in your department or business unit; areas of greatest impact to your business operation(s); short and long-term objectives.
5. Make certain **meaningful inclusion objectives** are part of the performance evaluation of those who report to you — with specific, definable, and measurable objectives.
6. **Design a succession plan** to have your leadership/management structure reflect your department's, business unit's, or organization's demographic composition.
7. Implement a **personal/private leadership support 360° instrument** every six months.
8. Implement an informal (performance-oriented) **cultural survey** every six months to track your department's, business unit's, or organization's progress with cultural inclusion.
9. Weave the **impact of inclusion** into all of your business discussions or presentations — where appropriate — by asking the questions: "What's the impact of exclusion/inclusion on this business objective?"
10. Begin (or continue) to **model the ethical dimensions of inclusion, such as respect, equality, openness, fairness, integrity, support, and wisdom**.

[Featured Book - The Roadmap to Diversity, Inclusion and High Performance](#)



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