

Three groundbreaking things every supervisor, manager and leader should do to drive true inclusion.

#1

Trash that 1980's professional development mindset plan and sit down with every individual who reports to you and build a plan with them based on their role, what they do best and where they want to go. Make it about them and you create ownership.

LEADER KEY: You can only discuss their role and the results and expectations if you have a clear mission and can tie those key results and expectations to it. Strengths based, inclusion focused, mission oriented...

#2

Build on what you learned in #1 yesterday and create a succession plan for your team, division, and entire organization. This plan is based on TALENT for larger roles horizontally and vertically not the dangerous "Bob's a great at sales put him in charge of the team" nightmare we have used forever

LEADER KEY:

High potential development and succession planning are done in collaboration with your people not in some secret back room. Secondly, they must be based on an assessment of talent for other roles in combination with the persons desire to be considered for such roles. Strength based, inclusion focused, mission oriented...

#3

YOU must show commitment to inclusion by modeling key aspects. "I support inclusion" is a bumper sticker, not a plan. Do this... google Gallup Q12, copy Q1-Q6 and start and end EVERY day with how am I intentionally focusing on these items? Not the words the spirit behind the words. EVERY day.

LEADER KEY:

If you live these three items, I have provided you this week you will be driving next level professional development, true inclusion and the massive benefits those provide to any type of staff! So, stop reading and get going...lol