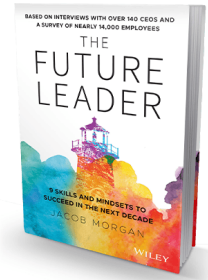


4 Leadership Mindset Tricks to Amplify Inclusion

Inspired by the book The Future Leader by Jacob Morgan, we presented four leadership mindsets at the ECIS leadership conference workshop: the Explorer, the Chef, the Servant and the Global Citizen. We looked into how these styles promote belonging in different ways and offered tips to enhance inclusion coming from each leadership mindset.

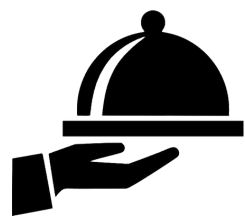


The Explorer



- Main qualities:** Curiosity, growth mindset, risk taking, stress tolerant, agile
- Reflection:** Are you praising process rather than outcome in your meetings?
Is it mostly you asking questions and taking risks?
Do you ensure that others feel safe while you push boundaries?
How do you ensure autonomy for your staff to enable them to run with ideas, even if they fail?
- Tips:** Use: "I don't know" phrase, to allow others to come forward
Lead with "dumb" questions to show vulnerability and encourage others to ask questions
- Belonging:** Curiosity sparks engagement and motivation, fostering belonging
- Inspiration:** 12 Leadership Traits of a Growth Mindset (Forbes, 2018)

The Servant



- Main qualities:** Connection, empathy, leading from behind, caring
- Reflection:** How do you take time to listen and stay productive?
Do you consider healthy boundary-setting as a form of compassion?
How do you give psychological safety to people who are used to strong hierarchies?
- Tips:** Use your self-care practice to lead by example
Set and communicate boundaries to safe-guard your energy
- Belonging:** Empathy and listening make others feel seen and heard, which are major drivers for belonging
- Inspiration:** How to lead with compassion (Forbes, 2019)

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The Chef



Main qualities: Purpose-driven, strengths-spotter, skills manager, feedback fan

Reflection: Do you integrate strengths and individual purpose-seeking into performance reviews?

What would people miss most, if you were gone?

Do you role model and encourage reflection as a tool to re-align with values and purpose in daily school life?

How do allow for individual strengths to come forward in your meetings?

Tips: Encourage regular "How do you do a task? And why?" reasoning in your team

Belonging: Purpose fuels grounding and shared purpose creates community
Seek out and positively name strengths shown in your meetings

Inspiration: From Purpose to Impact (quest) (Harvard Business Review, 2014)

The Global Citizen



Main qualities: Integrator, humble, respectful, big picture perspective

Reflection: How do you manage to balance taking on different perspectives and leading with clear direction?

How do you celebrate difference whilst creating unity?

What are non-negotiable values for you in your work and is your team aware of these?

Tips: Use creativity in expression in all areas of the organisation as a way to foster participation

Allow your humility to navigate differences

Belonging: Respect, acceptance and non-judgement create a shared space of belonging

Inspiration: The value of belonging at work (Harvard Business Review, 2019)

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