

PROMOTE INCLUSION

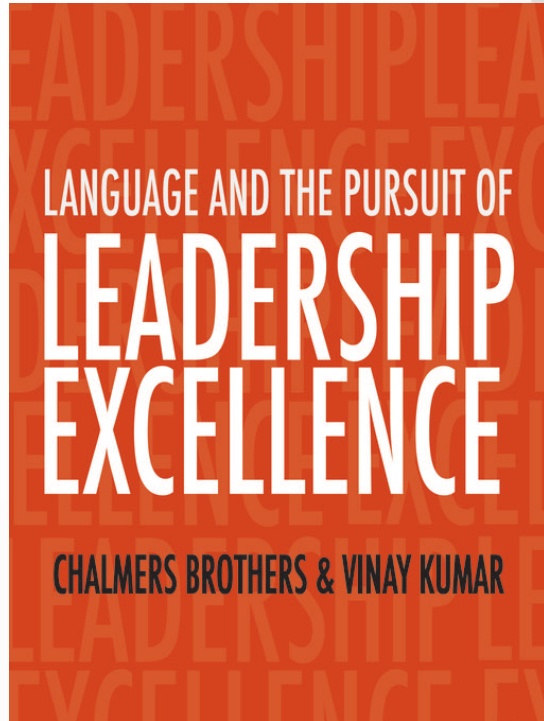
6

 SHERRY YELLIN®

 MARY CROWLEY
CANCER RESEARCH
HOPE LIVES HERE™

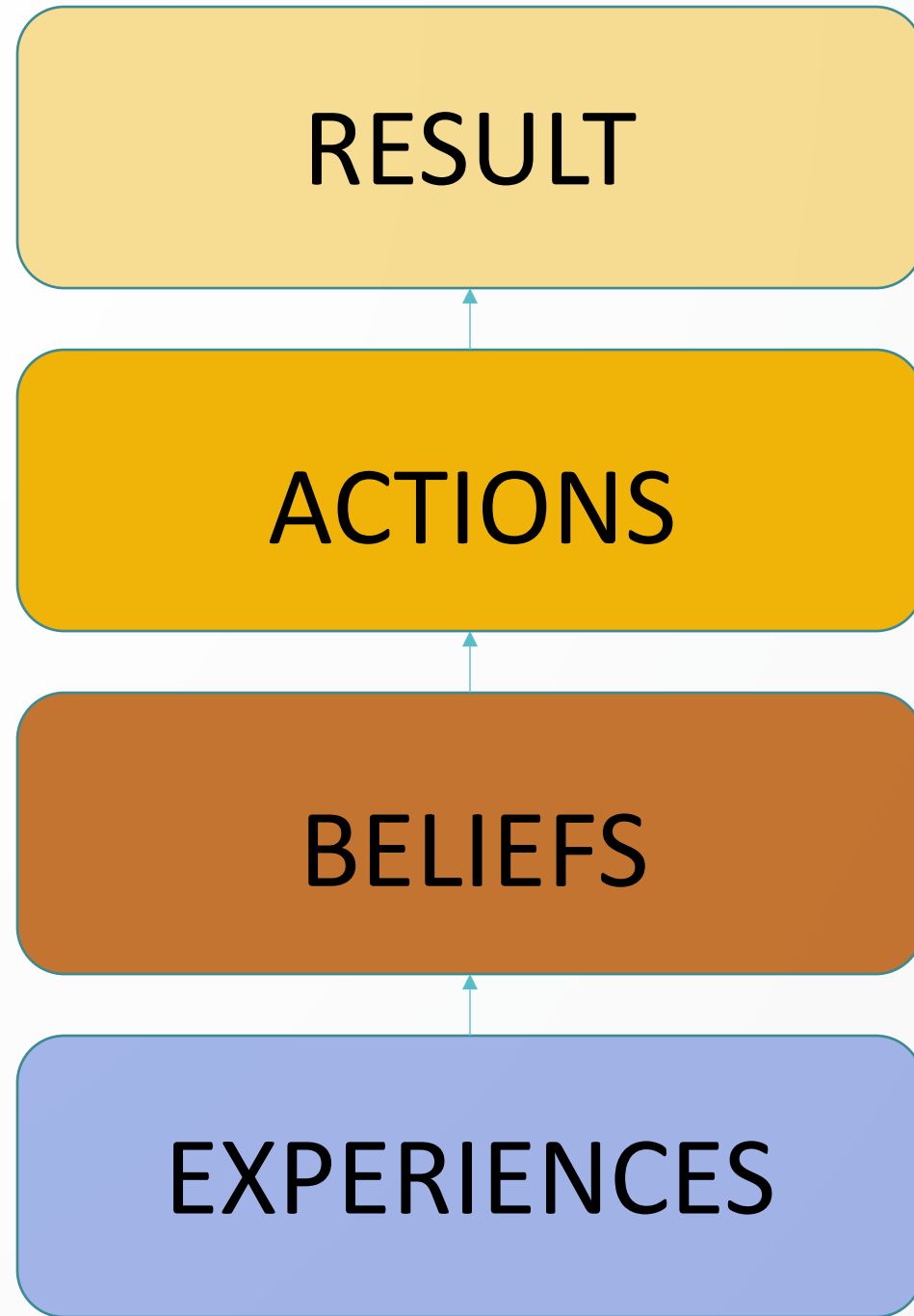

SHERRY YELLIN®

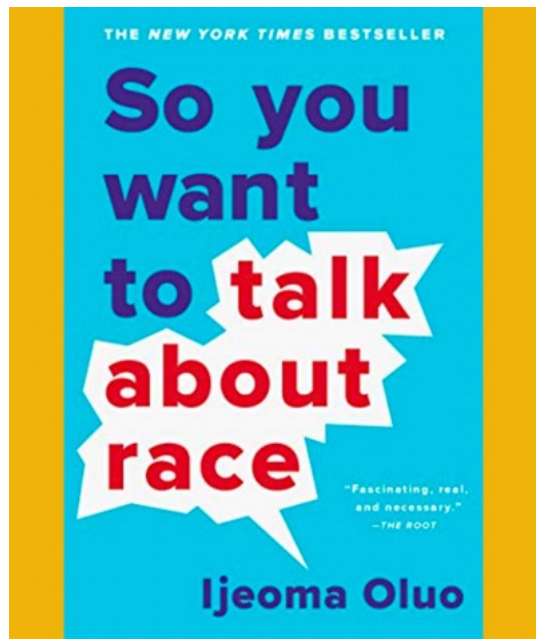
- Where you were before beginning LEAD? (What were pains or frustrations you were experiencing? (if any...) What were areas, as a leader, (personally or professionally), where you were struggling or unclear? (if any ...)
- How has LEAD made a valuable difference in your professional and personal life? What impact have you seen in your leadership?



Not everything that
counts,
can be counted.
And not everything
that can be counted,
counts.

~Albert Einstein

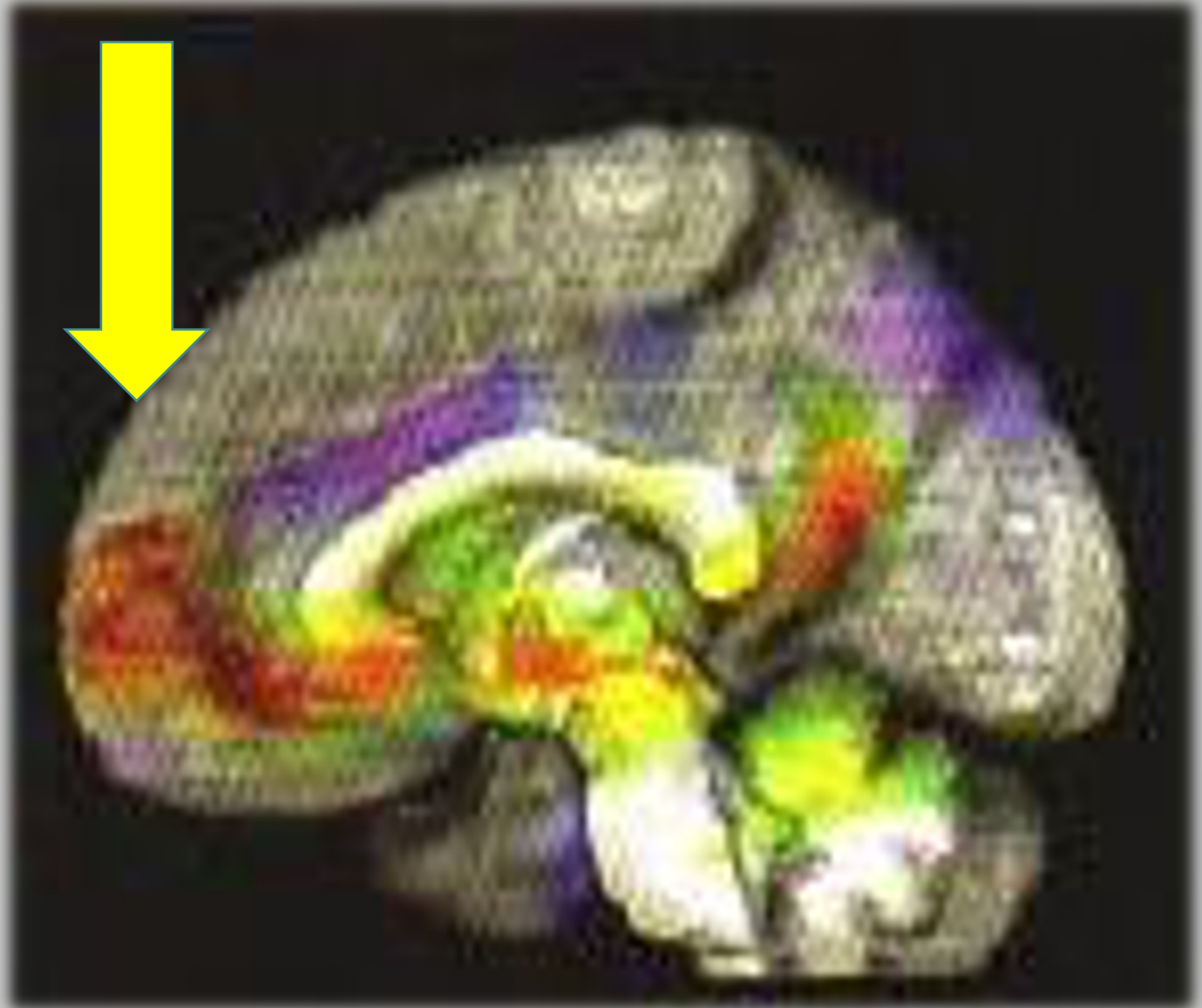




We are, each and every one of us, a collection of our lived experiences. Our lived experiences shape us, how we interact with the world, and how we live in the world.
And, our experiences are valid.

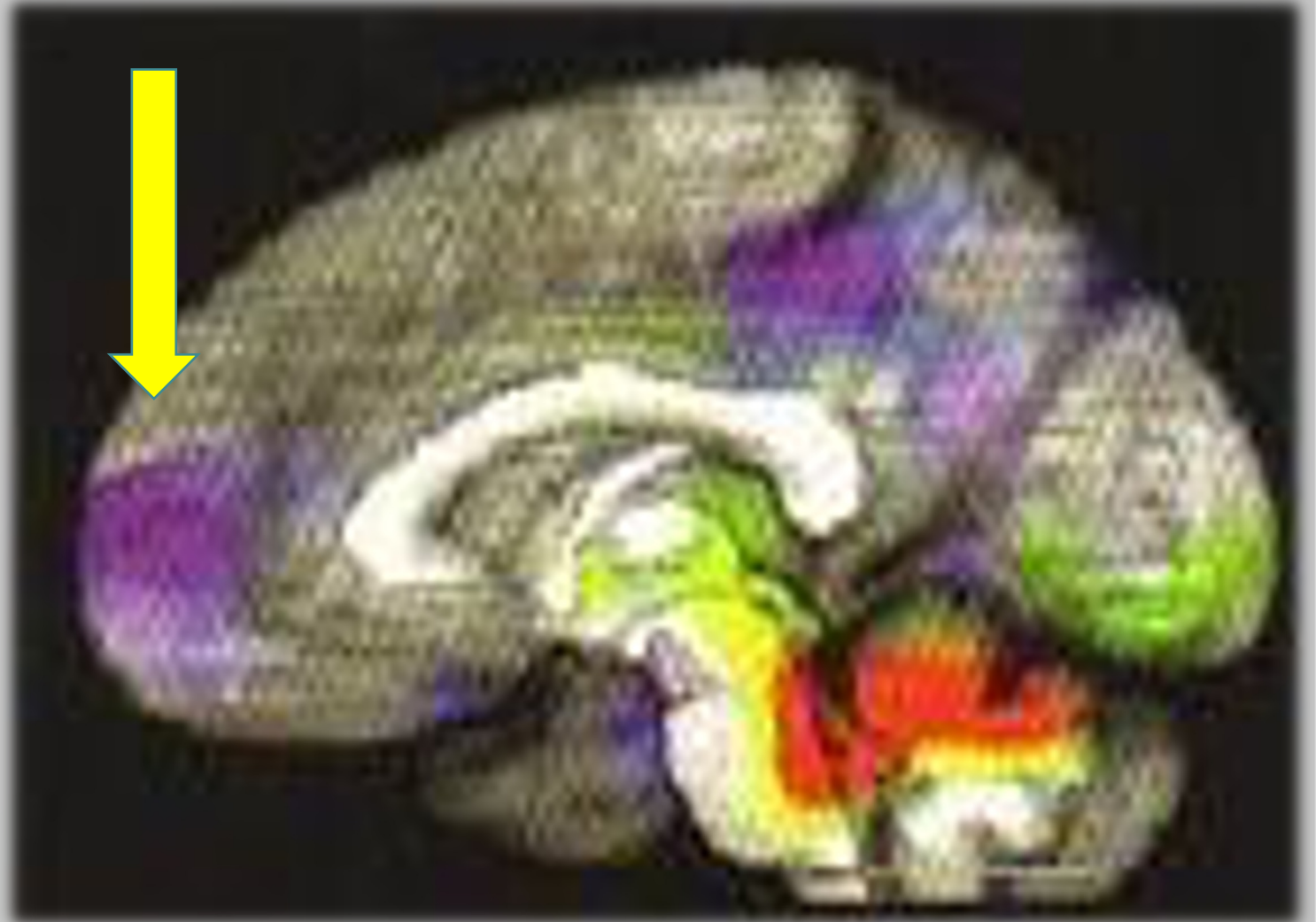
PFC

- Best self (lobe of leadership)
- Self control (willpower)
- Perspective taking
- Planning
- Consequences
- Executive function
- Articulating thoughts and ideas
- Collaboration
- Empathy
- Focus
- Energy
- Innovation and creativity



THREAT

- Fight
- Flight
- Freeze
- Stress hormones
- Negative stress
 - Triggers a physical response
 - Adverse consequences
 - No clear path
 - Little to no control



Top 10 Threats

01

Social rejection

02

Lack of honesty or trust

03

Unclear expectations

04

Change

05

Lack of resources

06

Risk of loss

07

Perceived favoritism

08

Micromanagement

09

Humiliation

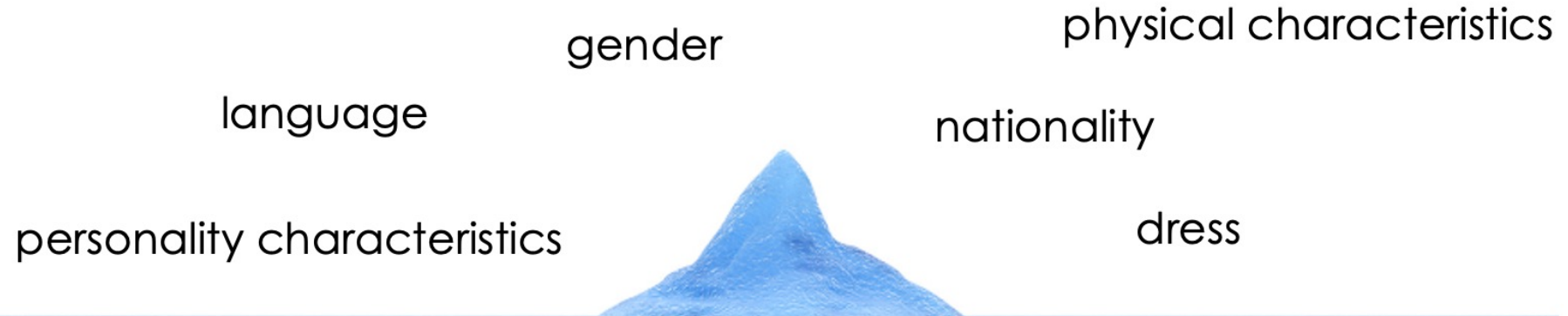
10

Lack of meaningful work

IMPACT OF THREAT

- 01 Overproduction of stress hormones and impacts our immune system
- 02 Impairs our memory and sleep
- 03 Blocks creativity and the ability to see options
- 04 Triggers negative thoughts and feelings and we become self-focused
- 05 Responds to real, perceived, past, present, and future

10% is seen



90% is unseen





“Threat is as crippling
to the brain as arthritis is to the body.”

- John Medina

Figure 1. The six signature traits of an inclusive leader



01

Commitment

02

Courage

03

Cognizance of Bias

04

Curiosity

05

Culturally Intelligent

06

Collaborative



#1:

Commitment

Highly inclusive leaders are committed to diversity and inclusion because these objectives align with their personal values and because they believe in the business case

#2: Courage

*Highly inclusive leaders speak up
and challenge the status quo,
and they are humble about their
strengths and weaknesses*

#3: Cognizance of Bias

Highly inclusive leaders are mindful of personal and organizational blind spots, and self-regulate to help ensure "fair play"

#4: Curiosity

Highly inclusive leaders have an open mindset, a desire to understand how others view and experience the world, and a tolerance for ambiguity

#5: Culturally Intelligent

*Highly inclusive leaders are
confident and effective in cross-
cultural interactions*

#6: Collaborative

Highly inclusive leaders empower individuals as well as create and leverage the thinking of diverse groups

2024 LEAD for Teams

One in-person session for all staff in January

- 🌀 January: all staff attend a four-hour, in-person session on Emotional Intelligence and Building Resilient, Emotionally Intelligent Teams

Five 90-minute virtual sessions for team cohorts:

- 🌀 Session One: Individual and team beliefs
- 🌀 Session Two: Decreasing threat and building trust
- 🌀 Session Three: Navigating innovation and change
- 🌀 Session Four: Communication and conflict
- 🌀 Session Five: Fostering an Inclusive team culture



What about the TEAM?

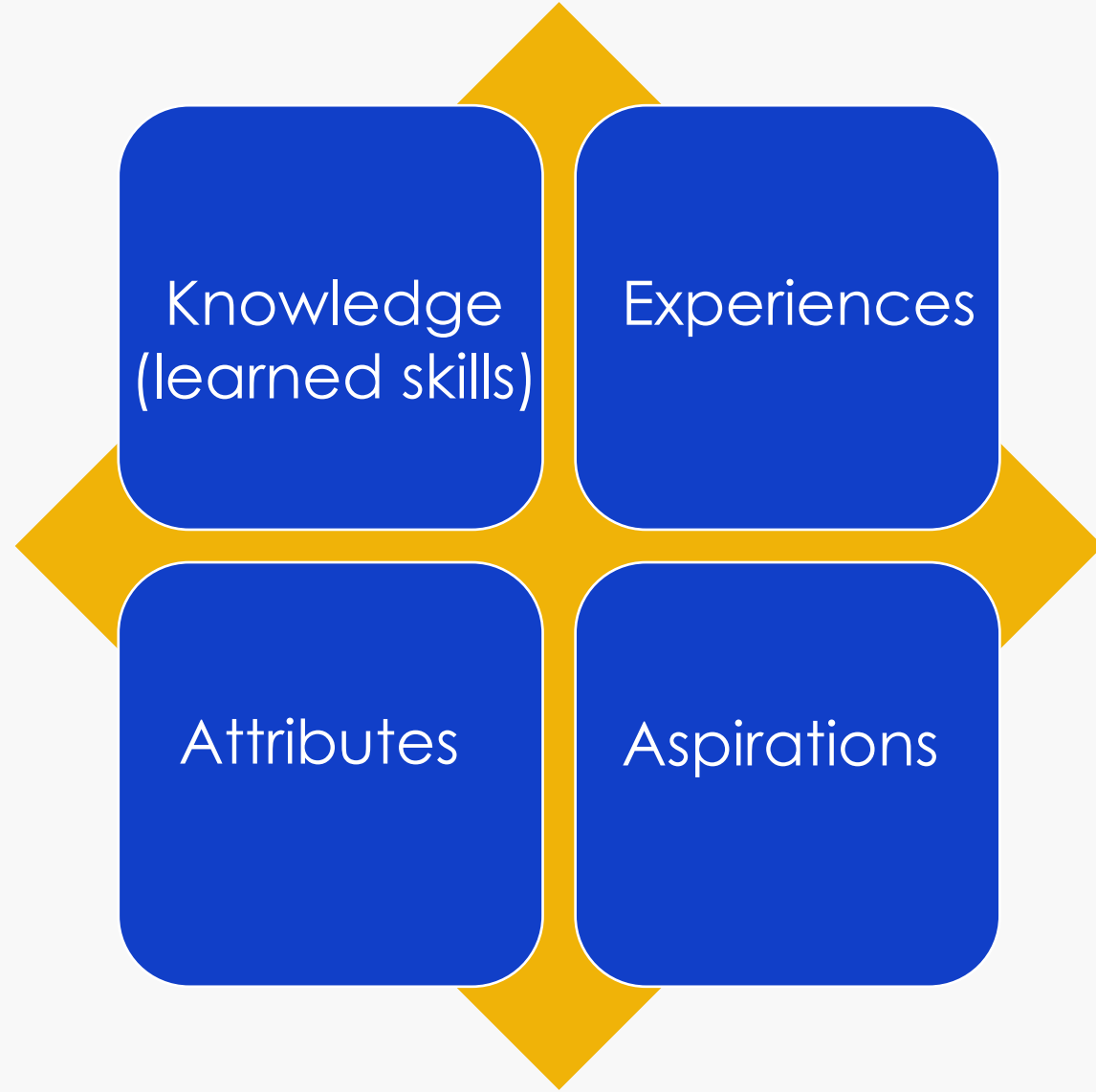
- What do you want your team's personal brand to be?
- What is your team's why?
- What are the team's non-negotiables?
- How are you developing the strengths on your team?

C
R
A
N
I
U
M

- People are naturally tuned into **WII-FM**
- Our brains are composed of **neural networks**
- The brain learns best when we build on **familiar, existing** networks

A top-down view of a meeting table with several people. They are using various devices: laptops, tablets, and smartphones. Some screens display data, including percentages like 85.00% and 85.00%. There are also notebooks, pens, and coffee cups on the table. The overall scene is a collaborative work environment.

Organizations that focus
on STRENGTHS have
73% engagement





GOAL



REALITY



OPTIONS



WAY FORWARD



GOAL

Begin the conversation by exploring the talent's goals and desired direction. Create a safe environment that supports forward-thinking, openness and trust.

- Where do you want to grow and develop?
- How would you like to grow in your current role?
- If you could pursue a different direction in our organization...
- Is there a part of our future/past that inspires you?
- What contribution would you like to make?



REALITY

Use active listening and powerful questioning skills to understand the talent's knowledge, experience, and aspirations. Stay curious; be more interested than interesting.

- Knowledge (what has been learned through direct experience or education)
- Experience (what has been learned through direct experience)
- Personal Attributes (natural gifts and abilities)



OPTIONS

Explore possibilities and generate as many options as possible. Remember to identify development opportunities in formal learning, relationships and experiences.

- Formal training
- Relationships
- Experiences (internally and externally)



WAY FORWARD

Clarify the goal, the development actions, milestones, support and resources needed, etc.

- Goal
- Development actions and timeline
- Support needed

Talent Development Conversation:

Stay curious – be more interested than interesting

Select a 2-3 questions under each section of GROW

Identify options for helping your talent grow (p.71)

Identify: (p.72)

- A clear development goal

- A measurable action plan

- Any support or help that the talent needs

01

Champion a culture of continuous learning

02

Notice and listen

03

Be S.M.A.R.T.

04

Set boundaries

05

Think outside of the traditional learning

C

L

E

A

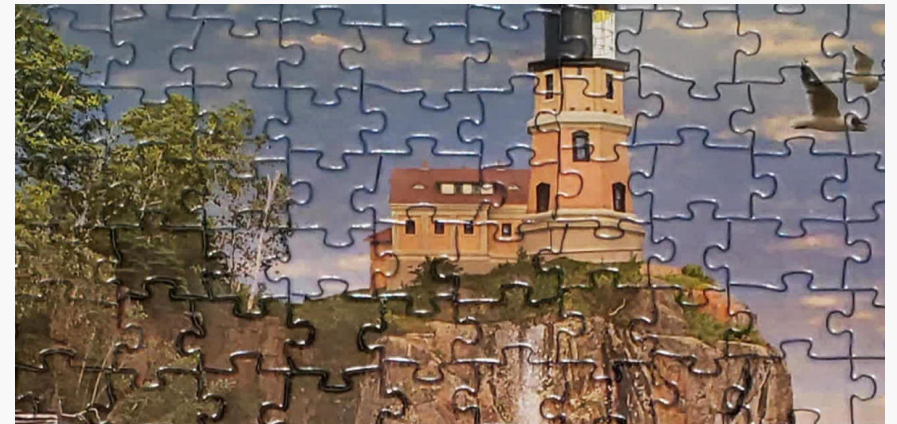
R



C
L
E
A
R

Clarity

- What do you want the delegate to do?
- What does 'done' look like?
- What's the DOD?
- Why is it important?



C

L

E

A

R

Levels

01

Do exactly as I ask.

02

Research the delegation and report the findings. We will discuss before moving forward.

03

Research the delegation and make a recommendation based on pros and cons.

04

Do the research, make a decision, and inform me.

05

Make whatever decision you think is best with no need to report back.



Expectations

- What are the non-negotiables?



- When and how do you want progress reported?
- How would you like for me to hold you accountable?

Accountability



- Repeat for understanding.
- Did we get the desired result?
- Did we encounter any problems?
- What did we learn?

Repeat, Reflect, Review