Driving Diversity & Inclusion Through Leadership

How inclusive are your leaders?

Diversity and inclusion (D&I) need to be at the heart of any successful business strategy. That’s because D&I is directly related to greater innovation, better decision making, and a better bottom line. But it’s not enough to just get diverse people in the door. They won’t stay if they don’t feel included.

That’s where your leaders come in. To succeed in creating an inclusive culture, leaders at every level need to make sure that people from every race, gender, ethnicity, and background feel like they belong and can contribute meaningfully. Not in spite of what makes them unique, but because of it.

The secret to success? Inclusion can’t be an “extra” thing leaders have to worry about. It has to be woven into everyday actions. At DDI, we believe that great leadership is inclusive leadership. And we’ll be by your side every step of the way to help leaders turn intention into action.

18% of leaders from racial and ethnic minorities say they plan to leave their companies within the next year.

Source: DDI Diversity and Inclusion Report 2020
The Execution Engine for Your D&I Strategy

Many companies start out with great intentions to build a diverse and inclusive culture. But they fall short on the execution side.

At DDI, we’re here to be the execution engine of your D&I strategy. We’ll work with you to connect your D&I goals to the critical leadership behaviors that will enable your success. And we’ll create custom learning journeys that will help your leaders move from awareness to action and allyship.

Being aware of unconscious bias or the business case for D&I is not enough. Leaders need the tools, frameworks, and skills to bridge the gap between theory and practice.

By focusing on the day-to-day micro-moments of leadership, we will help your leaders truly transform. And we have the science to back it up. After we train leaders, we survey the people around them—their managers, peers, and direct reports. And 82% of them report that they see positive leadership behavior change after leaders attend DDI training.

DDI’s inclusion consultants will work with our configurable development solutions to design a learning journey to match the specific context of your business and goals for inclusion. We will draw on our extensive library of content, including virtual and classroom training options, virtual reality experiences, coaching, and more. We know an inclusive culture takes ongoing commitment at every level. And we have the experience and expertise to make it happen.
7 Key Leadership Behaviors Drive Inclusion

At DDI, our research shows there are seven critical leadership behaviors crucial to creating an inclusive culture. These behaviors will help your leaders leverage diversity on their teams and reap the business benefits, including more innovation, better engagement, and better financial results.

And the results go beyond meeting your D&I goals. Companies that are more inclusive tend to be stronger at attracting and retaining all types of talent, and are much more likely to be ranked as a “Best Place to Work.”

Build Empathy
Inclusion must start with empathy. Leaders need to be able to put themselves in the shoes of everyone on their team. We help leaders build empathy through unique programs, like our award-winning virtual reality experience or desktop simulation on developing empathy for exclusion. In addition, we offer our course “Inclusion: Take Action” to help leaders act on their newfound empathy and commitment to change.

Communicate Inclusively
How leaders communicate daily is at the core of inclusion. We teach leaders how to communicate effectively with DDI’s Key Principles, which give leaders the day-to-day skills to help all members of their team feel valued, respected, trusted, supported, and included.

Run Inclusive Meetings
Inclusion is about making sure the right people are in the room—for ideation and decision making. We provide tips and practices so everybody participates (and not one person dominates), conversations stay respectful, and meetings keep on track.

Delegate for Opportunity
It’s easy for leaders to get in a rut with delegation. They get into a habit of giving the same assignments to the same people and making assumptions about what people do and don’t want to work on. We help leaders inclusively assign projects and support their teams through execution.

Give Honest Feedback
Many managers are uncomfortable giving honest feedback to people who are different from them, especially minorities. But failure to provide honest feedback robs your team members of critical developmental insight for future success. We teach leaders to give structure to both their positive and developmental feedback, and how to share it inclusively.

Coach Inclusively for Growth
People from different backgrounds are often left out of informal networks and conversations that help them learn, grow, and influence others. We give leaders the coaching skills to accelerate performance and practice fair performance standards across their team.

Resolve Conflict Fairly
Healthy conflict on diverse teams drives more well-rounded decisions and innovation. But it’s critical that leaders pay special attention to how they resolve this conflict. We help them practice behaviors that make sure multiple viewpoints are heard and evaluated.

35% of leaders from racial and ethnic minorities say they expect to change companies to advance to higher levels of leadership, compared to 27% of non-minorities.

Source: DDI Diversity and Inclusion Report 2020
Begin Creating an Inclusive Environment Now

The future will belong to companies that engage and retain the best possible talent from all walks of life. This is the moment to start changing your culture.

Lean on DDI’s world-renowned leadership development expertise to be by your side every step of the way.

DDI is a global leadership consulting firm that helps organizations hire, promote, and develop exceptional leaders. From first-time managers to C-suite executives, DDI is by leaders’ sides, supporting them in every critical moment of leadership. Built on five decades of research and experience in the science of leadership, DDI’s evidence-based assessment and development solutions enable millions of leaders around the world to succeed, propelling their organizations to new heights.

To learn more about DDI:
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