



INCLUSION[®]

doesn't have to be uncomfortable.

*Practical ways you and your organization can
heed the call for a more inclusive world*

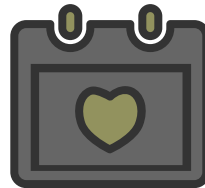
Advantage

An Advantage Performance Group webinar on **12.03.20**
in partnership with Brent Snow and 10,000 Feet, LLC

From our series on Pivoting Together in Challenging Times



View this online



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Watch the replay:

PowerPoint Slide Show - [Inclusive Leader webinar slides final]

Jonathan Hodge



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Welcome!

To participate, please answer the popup POLLS and use the buttons on your Zoom toolbar. In CHAT, please send to ALL PANELISTS AND ATTENDEES.

CHAT RAISE HAND Q&A

Inclusion doesn't have to be uncomfortable.

Practical ways you can expand both your dataset and your mindset

Introduction - **Jonathan Hodge**, president and CEO, **Advantage Performance Group**

Presenter - **Brent Snow**, founder and creative director of **10,000 Feet LLC**, and co-developer of the popular DEI simulation in use worldwide, *The Inclusive Leader: Maximizing the Mix*.

59:23

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Inclusion doesn't have to be uncomfortable

 SOUNDCLOUD

Multitasking? Listen to the audio from the webinar while you go about your business.



Listen now!




13 Actions & behaviors you can take or do **now** to help create a more inclusive world




The following content is from The Inclusive Leader: Maximizing the Mix and is proprietary to 10,000 Feet, TAC Global, and Advantage Performance Group, partners in innovative learning solutions.

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A close-up photograph of two hands, palms up, holding a small, bright yellow flower with a dark center. The hands are positioned in the center-right of the frame, with the fingers slightly curled. The background is dark and out of focus, with some warm, golden light visible in the upper right. The overall mood is gentle and hopeful.

Forgive someone who has made a mistake in their efforts to be inclusive. Recognize that learning requires trying new things and being willing to not always “get it right” at first.

The background of the slide is a close-up photograph of several sheets of marbled paper. The paper features vibrant, swirling patterns of red, orange, yellow, green, blue, and purple, creating a rich, textured appearance. The lighting is soft, highlighting the glossy surface of the paper.



Mentor someone who is
different from you
in terms of their age,
ethnicity, gender,
LGBTQ+, disability,
culture, etc.



Work to understand your
potential blind spots
through reading,
watching TV specials and
movies, listening to
podcasts, etc.



Challenge yourself to
**engage in conversations
about race** to expand
your understanding of
how and where you can
make a positive
difference.


A close-up, high-resolution photograph of a person's face, focusing on the right eye. The eye is light brown and contains a clear reflection of a blue sky with white clouds. The person's skin is fair, and their dark hair is visible at the top. The background is dark and out of focus.

Catch yourself when
having **strong reactions**
to someone and ask
yourself why?

**Be aware that strong
reactions may point
toward a hidden bias.**



WHAT
DO YOU
MEAN
?




Make a habit of **asking lots of questions** — it can undermine any incorrect assumptions, and it demonstrates that you value others' insights.

Periodically **examine
your network** to see
who's in it and who's
not. Proactively seek to
create a more diverse
network.

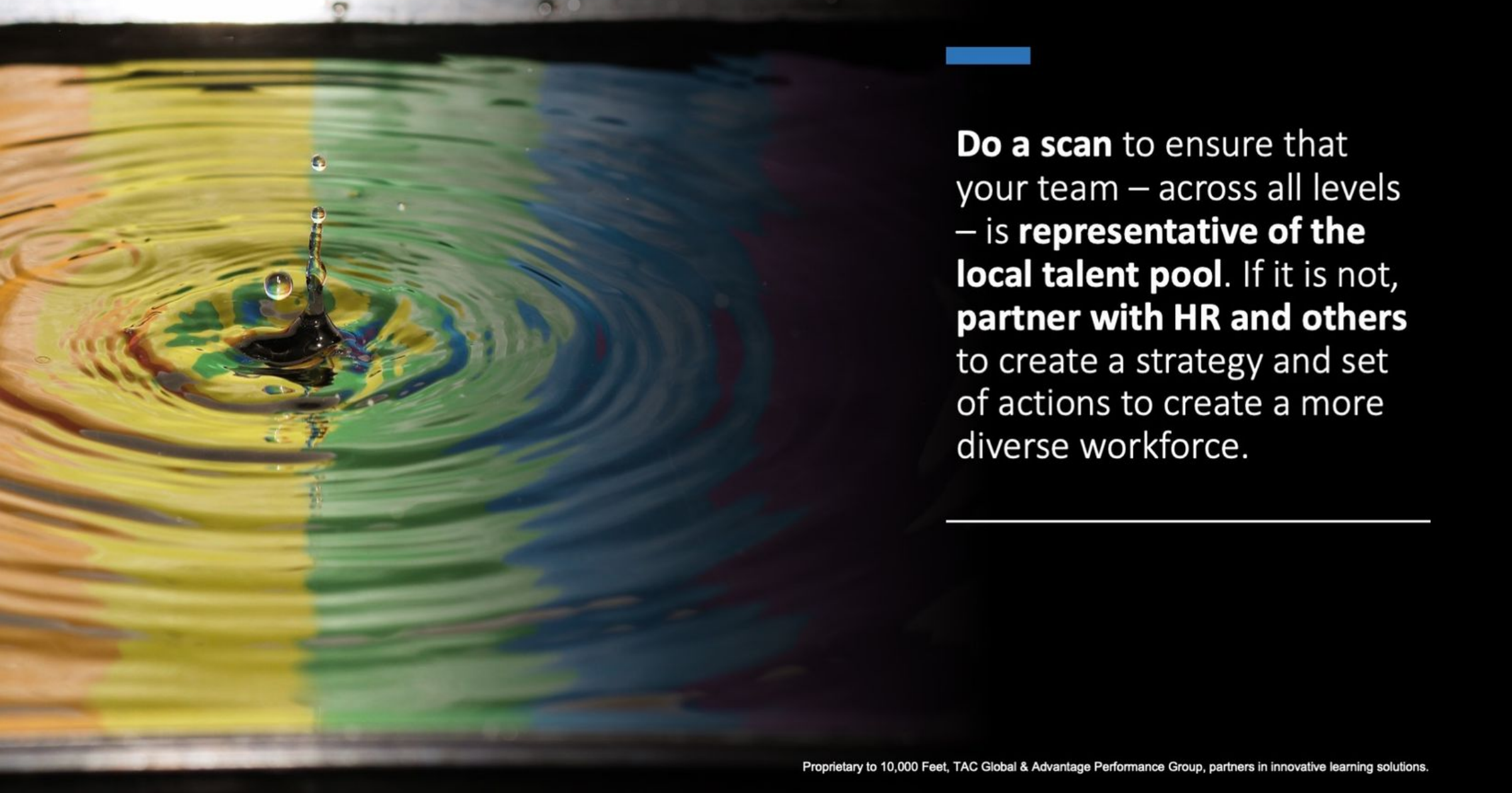


Take a look at the
"room" and ask, **what
voices are not at this
table? Challenge the
status quo** if certain
groups are not
represented.





Hold weekly/monthly team meetings and dedicate time to team building and **“getting to know you” activities** – even if the meetings are virtual. Lead exercises that build greater trust and inclusion.



Do a scan to ensure that your team – across all levels – is **representative of the local talent pool**. If it is not, **partner with HR and others** to create a strategy and set of actions to create a more diverse workforce.

A hand holding a dart, aiming at a dartboard in a dimly lit room with bokeh lights.

Establish a team
diversity & inclusion
goal and hold yourself
and your team
accountable to it.

Remember the business world is an extroverted world. **Find ways to get the best out of the introverts on your team.**

Consider reading the book *Quiet: The Power of Introverts in a World That Can't Stop Talking* by Susan Cain – or watch her TED Talk:

apg1.us/introverts


Proprietary to 10,000 Feet, TAC Global & Advantage Performance Group, partners in innovative learning solutions.





Take the free **Harvard Implicit Association Test (IAT)** to recognize your own biases and help ensure fair decisions are made when promoting, hiring and developing your team:

apg1.us/bias-test



**Create your own “to
do” list** from these
suggestions:

apg1.us/inclusive-tool





Remember...

Be curious

Know that there is rarely a single “right” answer

Strive to make a connection

Let someone know you care

Lean in to make a difference

"People will forget what you said. People will forget what you did. But people will never forget how you made them feel."

- Maya Angelou

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More replays & takeaways: **apg1.us/pivot**



Advantage Performance Group

We help organizations develop great people.



Special thanks to, our thought leader
partner **Brent Snow**, founder and creative
director at **10,000 Feet, LLC**.