

# Inclusive Leadership

## 6 Signature Traits

- **Cognizance:** because bias is a leader's Achilles heel
- **Curiosity:** because ideas and experiences enable growth
- **Cultural Intelligence:** because not everyone sees the world through the same cultural frame
- **Collaboration:** because a diverse-thinking team is greater than the sum of its parts
- **Commitment:** because staying the course is hard
- **Courage:** because talking about imperfections involves personal risk-taking

Inclusive leadership involves diversity of...  
Markets  
Customers  
Ideas  
Talent

Inclusive leadership is about

1. Treating people and groups fairly
2. Personalizing individuals
3. Leveraging the thinking of diverse groups for smarter ideation and decision-making that reduces the risk of being blindsided

FAIRNESS  
&  
RESPECT

VALUE  
&  
BELONGING

CONFIDENCE  
&  
INSPIRATION