

Inclusive Leadership: Understanding Self to Lead Others



EQUITY - TRUST - EMPATHY - MOTIVATION - CONFIDENCE - WORKFORCE COHESION

PROGRAM OVERVIEW

Each of us has a unique identity that emerges from and is shaped by history, our socialization, and culture. Workplaces that acknowledge individuals' uniqueness cultivate inclusion and a sense of belonging that allow all to be their authentic self. Individuals who are able to be their authentic self are more productive, have higher levels of trust, and contribute to organizational success.

Beginning with an exploration of all aspects of your identity, this three session course examines the legacy and value of your uniqueness as an aspect of self-awareness. Session two considers relationship management through the lens of interpersonal communication with a specific focus on inclusive teams. Session three examines some of the ways in which authentic leaders can foster inclusive excellence and lead with humanity.

KEY TAKEAWAYS

These interactive, exploratory, and reflective sessions will help you:

- Understand the legacy and value of your unique identity to your role as a leader
- Assess how the self (and knowledge of the self) relate to issues of diversity, equity, inclusion, and belonging
- Understand how trust, empathy, and civility are integral to creating inclusive organizations
- Develop your leadership skills and your ability to work humanely with others
- Apply inclusive leadership principles to managing an organization and cultivating a culture of belonging
- Create more inclusive and equitable organizations and organizational cultures
- Identify practices to help you overcome barriers to diversity, equity, and inclusion - including prejudice, stereotyping, implicit bias, micro-aggressions, and discrimination.

- Explain some of the ways in which managing diversity, equity, and inclusion, equity are essential business strategies for achieving organizational effectiveness and improving the quality of life in local and global environments members to enable continuous innovation.

DATE: Tuesday, June 29, Tuesday, July 6, and Thursday, July 8, 2021

TIME REQUIREMENT: 9:00-12:00 AM (PST)

LOCATION: ONLINE LIVE

WEB PAGE www.marshall.usc.edu/inclusive-leadership

WHO SHOULD ATTEND

This course is designed for anyone who desires to create and lead inclusive and equity-minded organizations that position diversity as a sustainable strategic imperative.

FACULTY

Naomi Warren, PhD, MS, MBA, Associate Professor of Clinical Business Communication, USC Marshall School of Business

Dr. Naomi Warren, Associate Professor of Clinical Business Communication, is a communication scholar whose research focuses on media representations at the intersections of race, gender, social class, politics, policy, and diversity, equity, inclusion, and belonging. Her most recent publication is the chapter, "Agents of Humanity: Race and Dignity in Arkansas" in *A State-by-State History of Race and Racism* (2019). Her teaching, research, and consulting interests draw from her professional experience in industries that include: transportation, manufacturing,

FACULTY CONTINUED...

health care, service, retail, entertainment, and law and her doctoral research in communication studies, rhetoric, race, film, and the politics of representation. She teaches undergraduate and graduate students, has won several teaching awards, and serves on several boards. Dr. Warren advises student organizations and coaches and judges graduate and undergraduate case competitions.

RESEARCH AND ARTICLES

Agents of Humanity: Race and Dignity in Arkansas, Chapter 1, 57-84, Naomi Warren

A State-by-State History of Race and Racism
Patricia Reid-Merritt, Greenwood (ABC-CLIO), Four 1. (2019)

https://books.google.com/books/about/A_State_By_State_History_of_Race_and_Rac.html?id=u-6UntwEACAAJ

Reasons Why Identity Diversity Matters

Khalil Smith

Forbes, March 7, 2019

<https://www.forbes.com/sites/khalilsmith/2019/03/07/4-reasons-why-identity-diversity-matters/?sh=58993d314faa>

Authentic Leadership: What it is and Why it Matters

Matt Gavin

Harvard Business Review, December 10, 2019

<https://online.hbs.edu/blog/post/authentic-leadership>

The Value of Belonging at Work

Car, Reece, Kellerman, and Robichaux

Harvard Business Review, March 7, 2019

<https://hbr.org/2019/12/the-value-of-belonging-at-work>

