



Lesson 18: Inclusive Leadership

 **Opening Thought:** Inclusive leadership isn't about having all the answers — it's about creating a space where every voice can shape the solution.

 **Reflection:** Think of a leader you admire (past or present).


- What made them feel inclusive or supportive?
- How did their leadership style impact you or the team?
- What traits would you like to develop as a leader?

 **Activity: Traits of Inclusive Leaders.** Research shows inclusive leaders often demonstrate these traits:

Humility • Curiosity • Courage • Cultural Intelligence • Collaboration

Your task: Write one example of how you could practice each trait at work.


Trait	My Example
Humility	_____
Curiosity	_____
Courage	_____
Cultural Intelligence	_____
Collaboration	_____

 **Case Example:** A project manager notices that in meetings, only a few voices dominate the conversation. Instead of letting it continue, they pause, invite input from quieter members, and ensure all perspectives are heard.

- Which leadership traits are at play here?
- What impact does this have on the team's trust and performance?
- How might this approach shift workplace culture over time?

Discussion Questions

- Why do inclusive leaders focus on listening as much as speaking?
- How can leaders model humility without undermining authority?
- What's one small habit leaders can build to be more inclusive every day?

 **Action Step** One way I will practice inclusive leadership is: