

Harnessing the Collective Superpower of Inclusion

September 29, 2020 03:00 PM CET

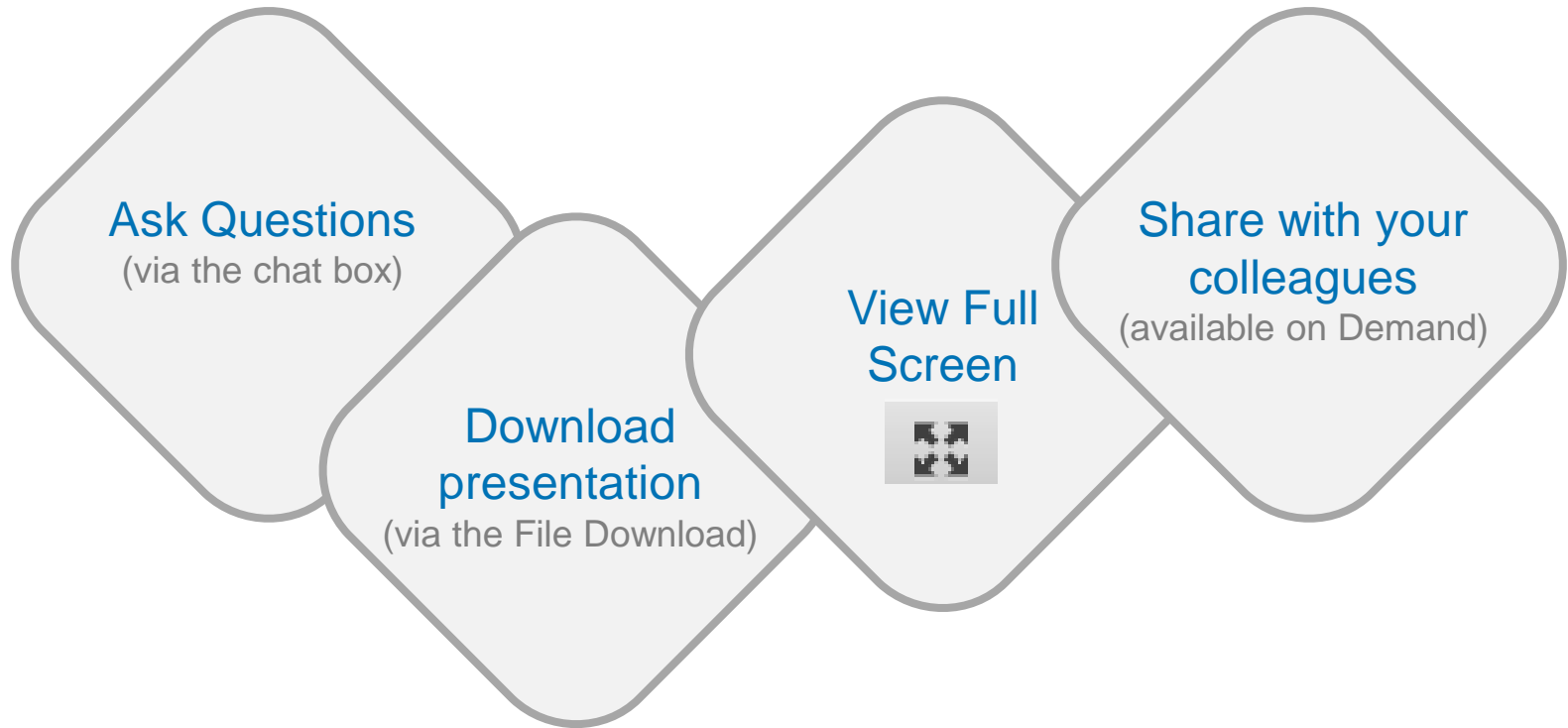


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Panelists:



Alison Maitland

Senior Fellow, Human Capital
The Conference Board

Alison Maitland is a Senior Fellow in Human Capital at The Conference Board. In addition to serving as a Senior Fellow, Alison is an international writer, speaker, adviser and coach. Her key areas of expertise are: the changing world of work; building inclusive organizations; new models of ...[Full Bio](#)



Rebekah Steele

Senior Fellow, Human Capital & Program Director, Diversity & Inclusion Executives Council, and D&I Leadership Council
The Conference Board

Rebekah Steele is a Senior Fellow in Human Capital and Program Director, providing diversity & inclusion (D&I) expertise for The Conference Board. Rebekah supports a broad spectrum of D&I strategies for the D&I Institute, leads the D&I Executives and D&I Leadership Council...[Full Bio](#)



Sarah Bond (Moderator)

Institute Director
The Conference Board

Sarah Bond is council director for the Diversity and Inclusion in Business Council (Europe). Bond has worked in the field of diversity and inclusion all her professional life, and now leads a consulting practice. She works with clients in the private, public, and humanitarian sectors in the UK, E...[Full Bio](#)



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Harnessing our **'collective superpower'** to help business and society address massive challenges and opportunities ahead

INdivisible

Radically rethinking inclusion for sustainable business results

ALISON MAITLAND & REBEKAH STEELE

www.indivisible-book.com

www.alisonmaitland.com

www.rebekahsteele.com

Diversity

The vast mix of individuals, identities, talents, experiences and perspectives

Inclusion

Seizing the opportunity of diversity and harnessing our 'collective superpower'

**Without inclusion, diversity is
unfulfilled potential**

Poll 1

Inclusion is a business driver

Performance

- Collaboration
- Innovation
- Productivity
- Decision-making
- Loyalty & wellbeing
- Risk reduction
- Lower costs

Preparedness

- Global challenges
- Higher-level human skills
- Fluid workforce
- Heightened scrutiny
- AI risks & opportunities

Purpose

- 'Beyond profit'
- Heightened expectations of regulators, investors and workforce
- Collective corporate action for systemic change

Poll 2

Limited approaches to inclusion



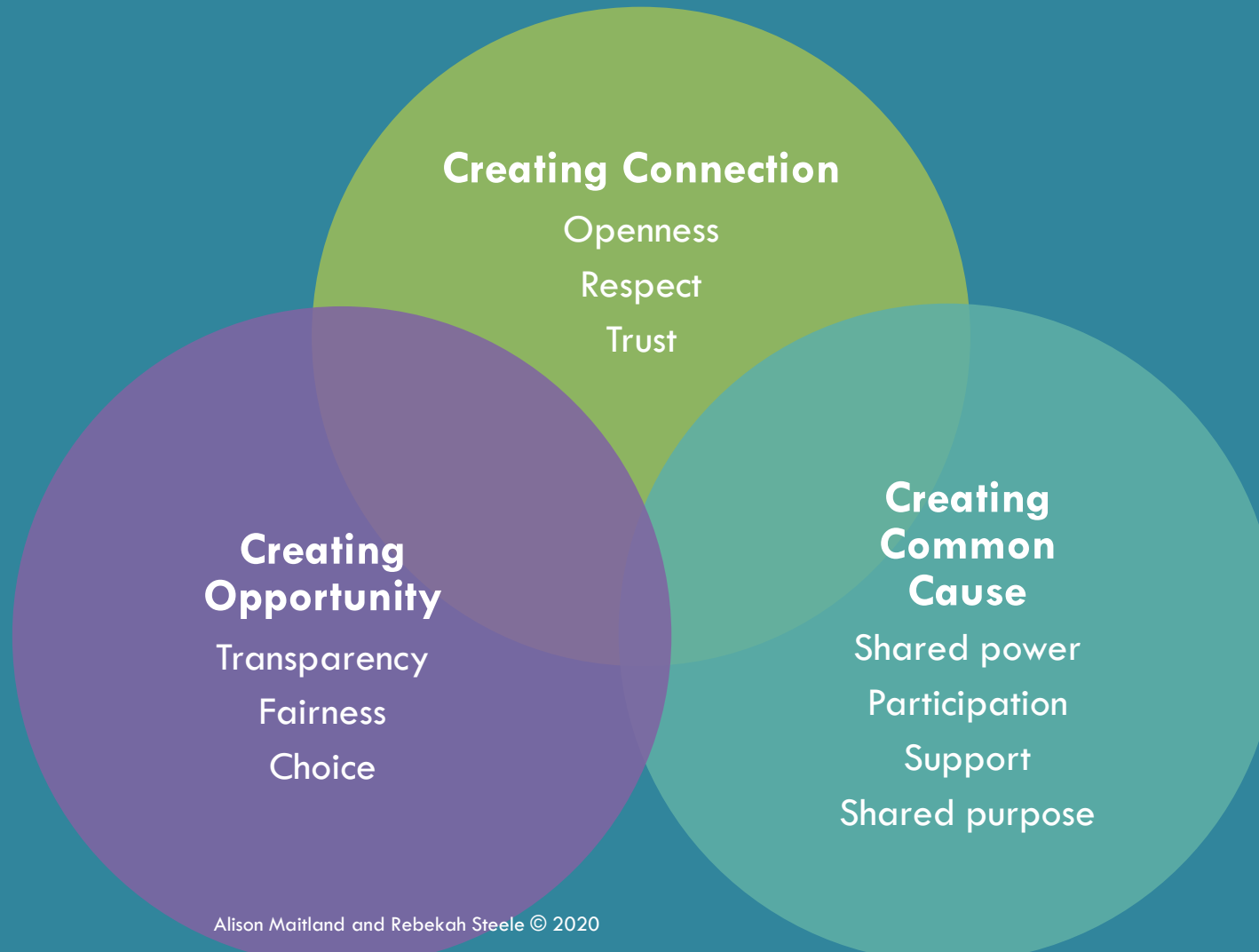
WHO? Individuals

WHAT? Feelings

WHERE? Internal

WHY? Disconnected from business impact

Ten inclusion enablers



Senior Leaders

Start mutual mentorship with someone different to you to focus on becoming more inclusive leaders. Use 10 enablers as discussion points.

Middle Managers

Formally commit to working on all three sets of enablers to increase collaboration in achieving a critical performance or business objective.

Individuals

Partner with colleagues to explore which enablers are already strengths and how to address gaps individually and as a team.

See *INdivisible* for more...



Poll 3

Limited approaches to inclusion



WHO? Individuals

WHAT? Feelings

WHERE? Internal

WHY? Disconnected from business impact

Moving beyond scorecards that tell us very little

Inclusion Questions	%	Demographic	#	%
I feel I am treated with respect by my manager.	75%	Overall	102,662	77%
I feel a sense of belonging on my team	79%	Sex		
I feel I work in an inclusive environment in which people of diverse backgrounds are valued	71%	Female	20,784	70%
		Male	78,058	77%

How inclusive are we today?

What progress are we making?

What is leading to best results?

What gives us the best return on investment?

What should we stop doing?

How widespread and sustainable are the results we're seeing?

How is inclusion supporting our relationships with external partners?

How is it helping us achieve our purpose and goals?

Inclusion IMPACT® approach



WHO: Everyone: leaders, managers, individuals

WHAT: Feelings & actions & structures

WHERE: Internal & external

WHEN: Continuous, in every interaction

WHY: Clear link to business and societal impact

Change
the
whole

Inclusion Ecosystem

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Widespread, sustainable, business-linked results

See *INdivisible* for more...



INdivisible
Radically Rethinking Inclusion for Sustainable Business Results
ALISON MAITLAND & REBEKAH STEELE

Ecosystem: Including Distributed Workers

This illustrative example is not exhaustive or prescriptive

Component	Start-Stop-Continue
Business Strategy	
Leadership Strategy	
People Capability	
Org Structure	
Processes	
Individual Beliefs/Habits	
Metrics & Rewards	
External Factors	

Poll 4

A practical
action to boost
performance
with inclusive
leadership
skills, whole
system thinking,
and
innovation

INdivisible reading circles

Collective learning
with virtual coaching
and discussion for
reflection and action

<https://indivisible-book.com/circles>

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