

Leading for Diversity and Inclusion

Lesson Guide



EQ Dashboard

Goals

This classroom session will enable the learner to:

1. define Diversity and Inclusion
2. discuss how the 10 identified emotional competencies are related to Diversity and Inclusion
3. create at least one strategy for leading Diversity and Inclusion using emotional competencies

Pework

Learners need to have a preliminary understanding of what it means to lead for diversity and inclusion and its relationship to EQ Agility. The Introduction to Emotional Intelligence provided on the EQ Dashboard Resource Center gives you the material necessary for introducing Emotional Intelligence to the classroom: eqdashboard.com/resources

1. Have students read the excerpted preview of the book *Inclusion Breakthrough: Unleashing the Real Power of Diversity* By Frederick Miller, Judith Katz bit.ly/2xAr8yo

Summary

Leaders, who are skilled at inclusion and leading diverse groups, utilize these specific Emotional Competencies:

- Tolerance
- Perspective Taking
- Openness to Others
- Active Empathy
- Social Intelligence
- Authenticity
- Flexibility
- Listening Generously
- Situational Awareness
- Self-Disclosure.

Maximize

To maximize this classroom session, set up our class in the EQ Dashboard and pre-select the designated competencies for students to review and be prepared to discuss.

Script

The following script allows for exploring the session topic.

- 0-5 Minutes** Introduce class topic, discuss the critical need for leaders to have skills in diversity and inclusion with the ever growing use of global workforces within highly matrixed organizations. Share personal insights regarding the power of EQ when focused toward leading for diversity and inclusion.
- 6-20 minutes** With class teammate, discuss Worksheet #1 – Diversity and Inclusion Defined. How do the 10 identified Emotional Competencies help leaders to accelerate their growth and development in the area of Diversity and Inclusion?
- 21-30 minutes** Debrief Worksheet #1 with the class. Have students discuss their findings.
- 31-40 minutes** Worksheet #2, Strategies for Leading Diversity & Inclusion. What strategy did you create? What competencies did you leverage?
- 41-50 minutes** Using Worksheet #3: EQ Related Competencies for Diversity & Inclusion, have students specifically address ways they can develop leading for diversity & inclusion.
- 51-55 minutes** Debrief the assignment.

