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BUS 4405-01 LEADERSHIP - AY2025-T1

LEARNING JOURNAL UNIT 5

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EMBRACING DIVERSITY IN LEADERSHIP: A PERSONAL PERSPECTIVE

INTRODUCTION

As I am progressing through my academic journey at university, I am having a clear concept of understanding and addressing personal biases while the concept of fostering inclusive leadership is becoming more increasingly apparent. This week's learning reflection explored my commitment to become a leader who not only acknowledges but actively leverages diversity to create stronger, more innovative teams.

RECOGNIZING PERSONAL BIASES

Being aware of the fact that I grew up in a relatively homogeneous community, I've had to consciously examine my implicit biases. According to research by Bourke and Dillon (2018), even well-intentioned individuals sometimes carry unconscious biases that can impact their decision-making and interactions with others. By actively acknowledging these preconceptions, I've taken the first step toward creating a more inclusive leadership approach.

DEVELOPING AN INCLUSIVE LEADERSHIP STYLE

My experiences in group projects and campus organizations have taught me the value of diverse perspectives. As noted by Rock and Grant (2016), teams with diverse backgrounds are 87% better at making decisions. To leverage this potential:

1. Active Listening: Ensuring all voices are heard in discussions



2. Rotating Responsibilities: Giving everyone opportunities to lead
3. Creating Safe Spaces: Encouraging open dialogue about differences

ACTION PLAN FOR DIVERSITY-DRIVEN LEADERSHIP

SHORT-TERM GOALS

- Participate in diversity and inclusion workshops
- Seek mentorship from leaders with different backgrounds
- Join multicultural organizations to broaden my perspective

LONG-TERM VISION

- Implement blind recruitment practices in future roles
- Develop mentorship programs for underrepresented groups
- Create metrics to measure inclusive practices in team settings

CHALLENGES AND SOLUTIONS

Resistance to change and deeply ingrained systemic barriers present significant challenges. To address these:

- Challenge assumptions openly and respectfully
- Use data to demonstrate the benefits of diverse teams
- Lead by example in promoting inclusive practices



THE ROLE OF CONTINUOUS LEARNING

Committing to ongoing education about different cultures, perspectives, and experiences is crucial. This includes:

- Reading diverse authors and thought leaders
- Attending cultural events and celebrations
- Seeking feedback from team members with different backgrounds

CONCLUSION

It's a long journey to become a leader who can effectively leverage diversity, and this requires constant self-reflection and growth. I am aiming to contribute to a future where diversity is not only just accepted but also celebrated as a driving force for innovation and success. I can achieve this by acknowledging personal biases and actively working towards creating inclusive environments.



References:

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