• Leveraging Diversity

Diversity means the presence of different types of people in an organisation on the basis of following grounds like sex, language, religion, caste, Race/Ethnicity, State/Region, Nationality, Socio-Economic Background, Educational Background, Cyber connectivity etc.

Leveraging Diversity is our ability to create opportunities through different types of people. The people who are high in this competence —

1. They respect & relate well to the people of diverse background.

2. They are sensitive to group differences & understands diverse world-views.

3. They try to create a positive & welcoming environment in which people from diverse background may feel comfortable & work to the best of their abilities.

4. They avoid mentioning the group affiliation or group identity of a person if that identity is not relevant in that context, because doing so ~~will~~ may invoke stereotype ~~of~~ about that person; in the minds of all concerned.

Stereotypes are our rigid belief about an easily identifiable group which makes us to judge a member of that group solely on the basis of his membership of that group while ignoring his unique individual characteristics.

Stereotype Threat →

It is found that just the knowledge of stereotype reduces the performance of the victim of the stereotype. This is called stereotype threat.
This threat is strongest for those people who are at the <u>vanguard of change</u> i.e. those who are the 1st ones to break the barrier of stereotypes.

5. They challenge bias & Intolerance in others as well.

How to leverage diversity in an organisation.

1. The organisation should adopt the policy of "zero tolerance for intolerance". This policy should be strictly implemented & any violation should be swiftly & ~~certainte~~ certainly punished.

   e.g. Vishakha Guidelines.
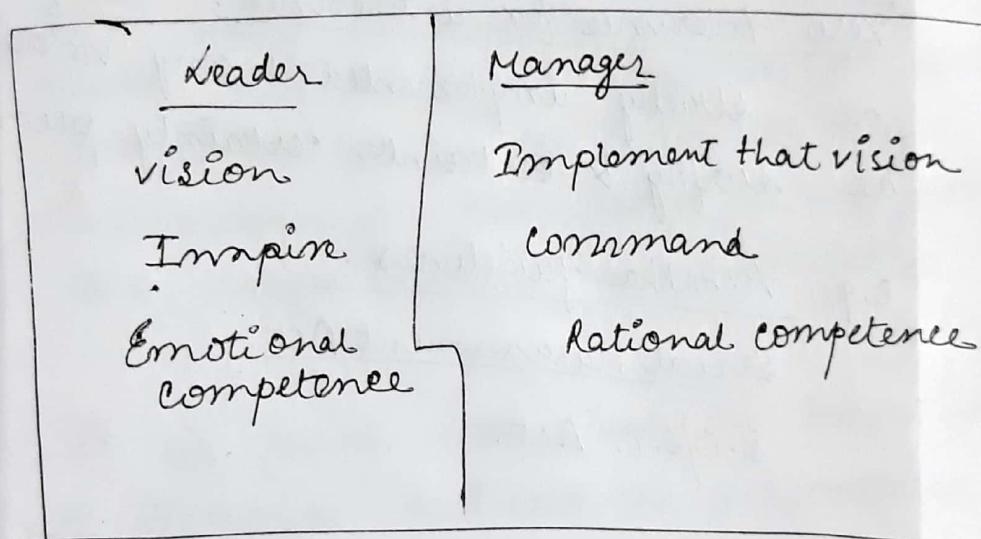
   Sexual Harassment Act.

   S.C/S.T. Act.

2. Attempts should be made to utilise special skills (technical, cultural, Emotional) that people bring with them because of their background in such a manner that it is beneficial for them as well as for organisation.

3. Different ways of doing a work should be appreciated.

4. Respect for diversity should be inculcated as a part of organizational _work-culture_.

Social Skills

- **Leadership :→**

Leader	Manager
vision	Implement that vision
Inspire	command
Emotional competence	Rational competence

It is our ability to inspire & guide individuals & groups.

People who are high in this competence

1. They form & articulate the larger _vision_ of the group & create enthusiasm among their followers about them.

2. They step forward to lead whenever the situation arises regardless of their actual position & go back to their actual position after the requirement is over.

3. They guide the performance of others & hold them accountable for the same. They know when to be flexible & when to be tough & ~~rigid~~. assertive.

4. They lead by Examples.

5. They have strong <u>conviction</u> about their goals & methods..

<u>Goals/vision</u> (Right).
<u>method</u> (Effective)