



Inclusive Leaders Measurement™ Report

Name:

Job Title:

Business Unit:

Organisation:

Level:

Date:

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Inclusive Leaders Measurement™ Report

Introduction

Aim and usage of the Inclusive Leaders Measurement™ Report

The report produced on completion of this assessment aims to obtain a better insight into a participant's inclusive leadership behaviour in a particular working environment. On the basis of the obtained information, it is possible to make well informed decisions concerning internal and external recruitment, promotion, learning and development, training etc. The results should not be used outside of this context.

The value of this report is limited in time. Its content is intended to support decision-making but at a specific time and in relation to specific criteria. It is not, therefore, advisable to use it for other purposes. It should also not be used in isolation, nor should it be the sole input into the decision making process. It should be used in conjunction with other information about the participant such as performance data and should facilitate decision making, rather than be the deciding factor. It should also be used as a basis of discussion with the participant so as to obtain their views on the points raised and to add supplementary information to these conclusions.

This report is being sent to named recipients and it is each person's responsibility to ensure this report and its contents are kept confidential and are not passed to third parties, or used for any purposes other than those specified above.

The participant will receive a copy of this report and will also have the opportunity of a further validation meeting with the consultant to review and discuss its content and identify development needs.

Inclusive Leaders Measurement™ Report

A INCLUSIVE LEADERSHIP

B REALISING THE COMMERCIAL
IMPACT OF DIVERSITY

C INCLUSIVE GOALS
& OBJECTIVES

D INCLUSIVE TEAMS
& TEAMWORK

E INCLUSIVE ROLES
& RESPONSIBILITIES

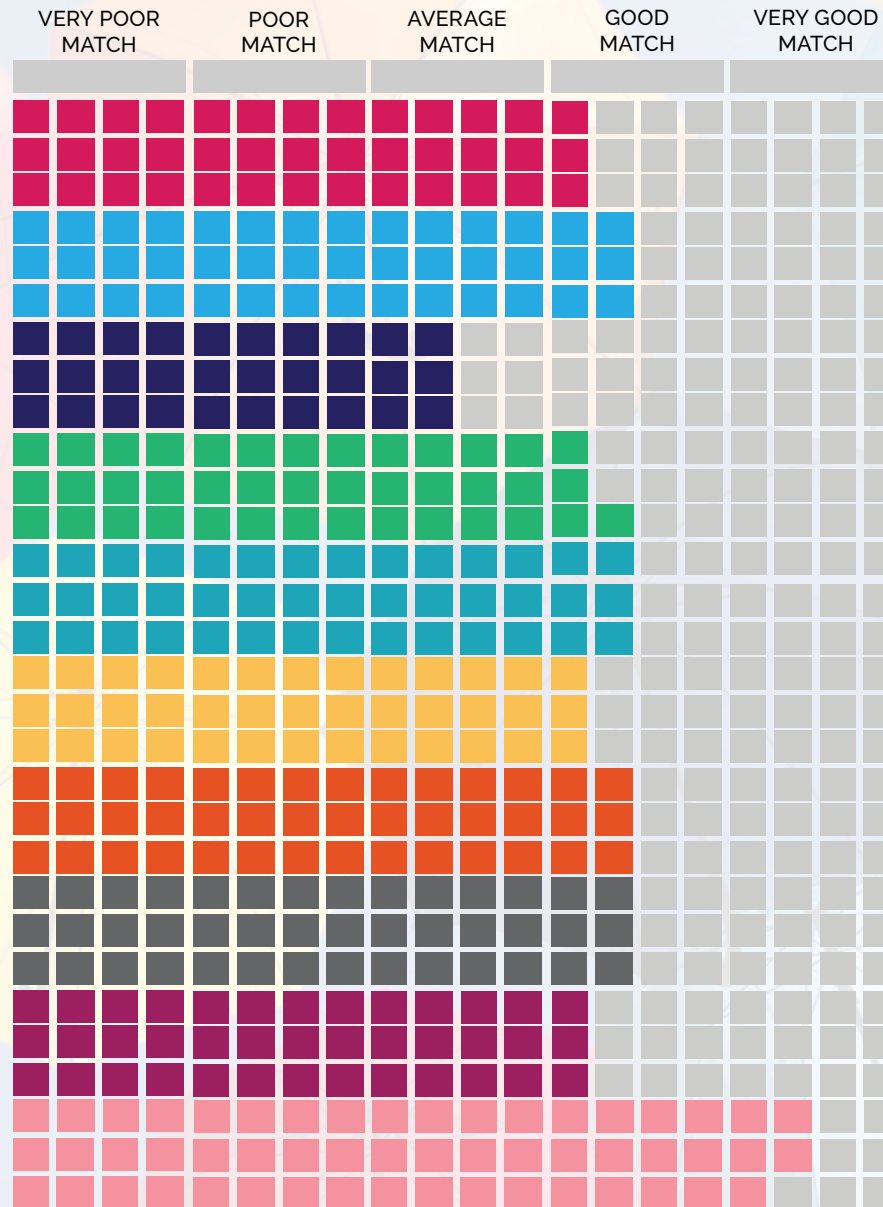
F CHALLENGING
PREJUDICE

G DEMONSTRATING
ETHICAL PRACTICE

H COMMITMENT
TO DIFFERENCE

I COLLABORATIVE
PRACTICE VALUES

J COLLABORATIVE
COMMUNICATIONS



Validity of these results

RDDPM endorsed 10 items on the Inclusive Leadership Measurement Consistency Scale.

This score indicates that the profile is valid and interpretable.



inclusion

INCLUSIVE LEADERSHIP

- Learn about the cultural backgrounds, lives and interests of colleagues outside of the work place.
- Be creative, flexible and look for new ways of doing things.
- Acknowledge all faiths present in your workplace.
- Demonstrate a knowledge and interest in other cultures.
- Admit you don't know the answer when you don't, and seek opinions from those around you.
- Exert effort to identify your own biases, and find ways to manage them in the workplace.
- Demonstrate open-mindedness, a passion for learning, and a desire for exposure to different ideas.
- Ensure that information systems that guide decision making are free of bias.
- Select the right communication tool for the right task, and not necessarily the most efficient one best suited to your work habits.
- Get involved in mentoring another person who requires support within the business, or seek mentoring to develop a new skill that is of interest and use.
- Create employee resource groups, or networks of employees who share an affiliation (such as women, ethnic minorities, or young professionals).
- Within the resource groups seek real assignments that are of tangible benefit to the business.

Fairness
Collaboration
Lead Empathy
Listening Courage
Postive Persuasion
Support Humility
Respect



LEARNING

LEARNING & DEVELOPMENT TASKS



inclusion

REALISING THE COMMERCIAL IMPACT OF DIVERSITY

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Fairness
Collaboration
Lead **Empathy**
Listening **Courage**
Mutual Respect
Support **Humility**
Understanding



SUGGESTED LEARNING & DEVELOPMENT TASKS

INCLUSIVE GOALS & OBJECTIVES

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SUGGESTED LEARNING & DEVELOPMENT TASKS



INCLUSIVE TEAMS & TEAMWORK

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SUGGESTED LEARNING & DEVELOPMENT TASKS



INCLUSIVE ROLES & RESPONSIBILITIES

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CHALLENGING PREJUDICE

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SUGGESTED LEARNING & DEVELOPMENT TASKS



DEMONSTRATING ETHICAL PRACTICE

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Got ethics?



SUGGESTED LEARNING & DEVELOPMENT TASKS



COMMITTMENT TO DIFFERENCE

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COLLABORATIVE PRACTICE VALUES

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COLLABORATE COMMUNICATIONS

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