

INCLUSIVE LEADERSHIP: HOW TO BUILD A CULTURE OF BELONGING

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What do truly inclusive workplace cultures look like?

They look like places where leaders sit with their people and empathize with them. Where they embrace their people for who they are and what they stand for. They sit with them and ask them how they're doing inside and outside of work. Right now is a tough time. Many of us don't know all the right words to say. But if we lead first with empathy and compassion, we will all be just fine. This program will explore what it looks like to have a truly inclusive workplace where employees can feel like they belong.

Creating an inclusive culture starts with a strong commitment to diversity by welcoming people from all backgrounds, experiences, and viewpoints into the workforce. But that is just the beginning of a long journey. A truly inclusive workplace culture creates safe spaces where employees feel valued, included and supported; can show up for their workday as their authentic selves; feel empowered to take risks and make a difference; and have access to career advancement opportunities.

Building a culture of belonging, educating yourself about others' experiences and challenges, and staying committed for the long haul is essential. Heather will use her intimate knowledge to inspire leaders to flex their empathy muscles and master the art of active listening to ensure every employee feels valued, respected, and supported. Leaders who actively listen to team members, establish a sense of belonging and inclusion by honoring their employees' diverse experiences and perspectives. These inclusive leaders encourage and support honest conversations in authentic ways and create a culture for all employees to excel.

This program will help leaders:

- Harness the power of active listening while encouraging others to speak up and be heard.
- Develop practices that treat others with civility, dignity, respect, and fairness.
- Create a culture that fosters employees to show up as their most authentic self.

Competencies Addressed: Builds Effective Teams, Communicates Effectively, Drives Engagement, Instills Trust, Values Differences

HEATHER R YOUNGER

Heather R Younger is the founder and CEO of Employee Fanatix, an international TEDx speaker on adversity, leadership podcast host, business coach, facilitator, and attorney, who has earned a reputation as "The Employee Whisperer." She is a regular contributor to Forbes and LinkedIn and is the best-selling author of *The 7 Intuitive Laws of Employee Loyalty*. Her newest book, *The Art of Caring Leadership*, teaches the radical power of caring support in leadership in the workplace. As a champion for positive change in workplaces, communities, and our world at large, Heather inspires others by teaching the kind of intentional leadership that drives real results such as increased employee engagement, loyalty, collaboration, and connectivity.



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