Our Team, Our Time: Transformational Leadership for the Work of Inclusive Excellence

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IF YOU WANT TO GO FAST, GO ALONE. IF YOU WANT TO GO FAR, GO TOGETHER.
- AFRICAN PROVERB

As we let our own light shine, we unconsciously give other people permission to do the same.
- Nelson Mandela

Every ONE Counts!

Inclusion Forum
Two Stories

Inclusion Forum

#NCAAInclusion
“I came out to my teammates, and I’ve never felt so loved and so accepted ever in my life than when I did that,” Frantz told ESPN’s Holly Rowe on Wednesday. “And ever since then, it’s been great. I’ve grown so much closer to my teammates since. So it’s been an amazing experience.”

“Couldn’t be more proud to call (Frantz) my brother,” junior tight end Dayton Valentine posted on Twitter.

“Best birthday present I got was (Frantz) getting to do what he has wanted to do for a long time today! It is just the start! Much love,” junior right tackle Dalton Risner posted.
Transformational Leadership

Black people aren't making things up: The science behind ‘racial battle fatigue’

Inclusion Forum

#NCAAIInclusion
Let’s Connect!

PARTNERS

We have more in common than you think.

SAWUBONA

I see you

I HEAR YOU

PEOPLE ARE LONELY BECAUSE THEY BUILD WALLS INSTEAD OF BRIDGES.

Inclusion Forum  #NCAAIInclusion
Critical Point

As we engage in cross-cultural conversations around challenging issues, begin with experiences, not ideas.
The Case for Diversity

Employees Who Feel Love Perform Better
by Sigal Barsade and Olivia A. O’Neill

Diversity is good for team performance in soccer
by Edmund J. Malesky and Sebastian M. Saiegh

How Diversity Makes Us Smarter
Being around people who are different from us makes us more creative, more diligent and harder-working

By Katherine W. Phillips on October 1, 2014
The Goal is Inclusive Excellence
Diversity is often seen as counting heads...

Inclusion is making sure that all heads count!
Diversity is being invited to the party…

Inclusion is being asked to dance — to music that you enjoy!
Hello
my name is

Parlez-vous
Français?

trust
What are great things happening in your departments to promote inclusion?

Respond with “YES, BUT…” to any of the suggestions from your group.

NOW… respond with “YES, AND…” to any of the suggestions from your group.
Working together, create a #slogan and a physical gesture that captures what your group sees as the most important message to remember for our work with student-athletes.

Make sure everyone’s voice is included!
Lean on me when you're not strong
And I'll be your friend, I'll help you carry on
For it won't be long
'Til I'm gonna need somebody to lean on

You just call on me, brother, when you need a hand
We all need somebody to lean on
I just might have a problem that you'll understand
We all need somebody to lean on
Groups of 8

What is something unique about you that your group members might be surprised to know?
If There’s Only One Woman in Your Candidate Pool, There’s Statistically No Chance She’ll Be Hired

by Stefanie K. Johnson, David R. Hekman, and Elsa T. Chan

APRIL 28, 2016

The Relationship Between Finalist Pools and Actual Hiring Decisions

According to one study of 598 finalists for university teaching positions.

<table>
<thead>
<tr>
<th>Composition of Finalist Pools</th>
<th>Likelihood of Hiring a Woman</th>
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<tbody>
<tr>
<td>Woman Woman Woman Man</td>
<td>67%</td>
</tr>
<tr>
<td>Woman Woman Man Man</td>
<td>50%</td>
</tr>
<tr>
<td>Woman Man Man Man Man</td>
<td>0%</td>
</tr>
</tbody>
</table>

SOURCE STEFANIE K. JOHNSON ET AL © HBR.ORG
Stand Up Activity

**TWO RULES:**

- *Please do not speak during the activity.*
- *While I encourage you to take risks, you do NOT have to answer any question if you don’t feel comfortable.*
HERE’S MY STORY....