

Authentic Leadership as a Critical Pillar of Inclusive Work Environments

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Today:

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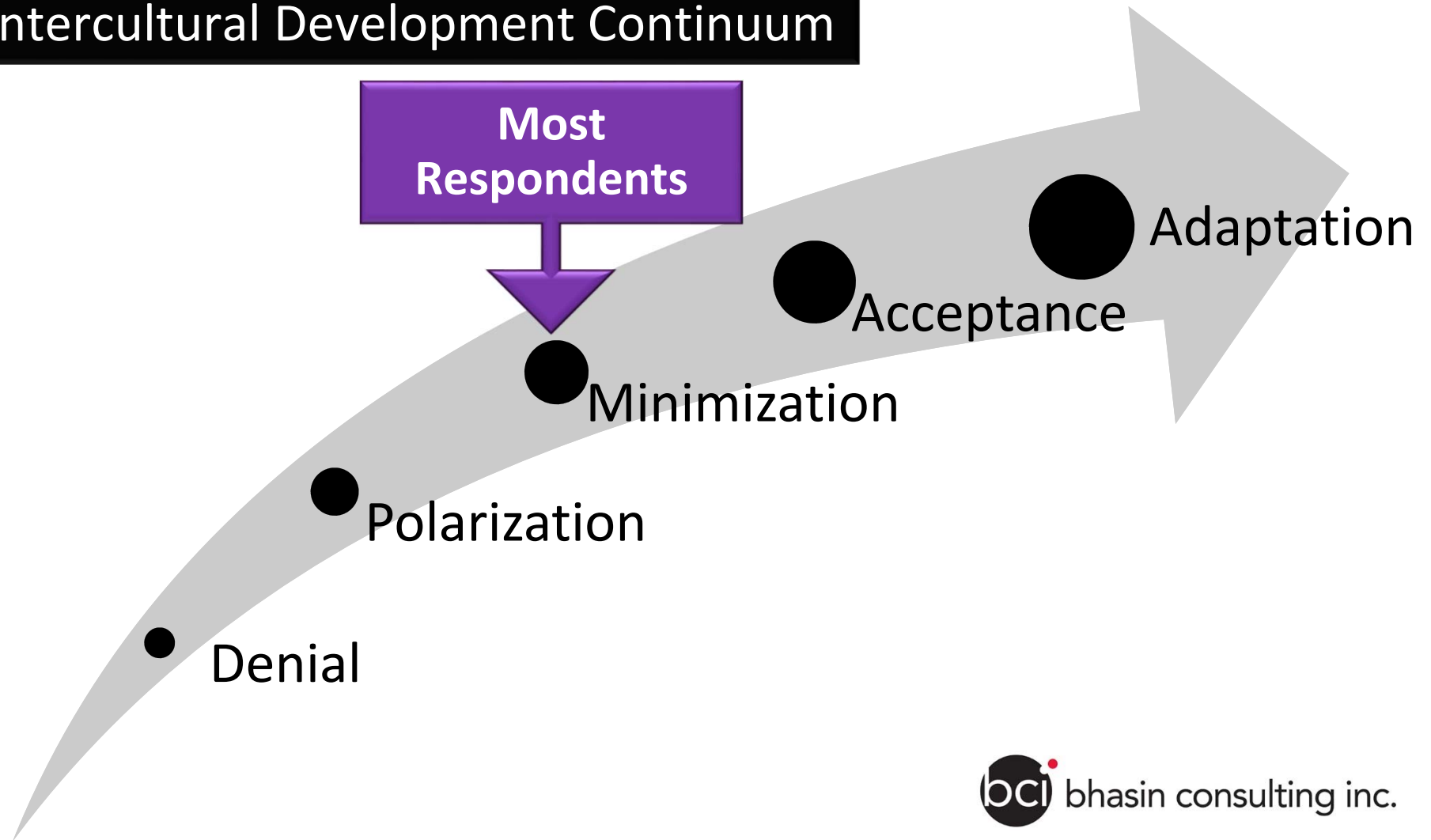
Leveraging Authenticity To Build Inclusive Environments

- **Our focus:**
 - Why authenticity is critical for building inclusive environments
 - What is Authentic Leadership
 - Strategies for behavioral & organizational change



“Don’t Notice I’m Different”

Intercultural Development Continuum



Leverage the Authenticity Principle

- When we choose to **KNOW**, **EMBRACE**, and **BE** who we are (including our differences) as often as possible, we:
 - feel better about ourselves
 - bring this spirit to our interactions
 - invite others to the same
 - build more meaningful relationships
 - as leaders, help to create more empowered, engaged and inclusive organizations



Must Do's After Today

- Identify your biases & self limiting beliefs around differences:
 - Take **Harvard's IATs**; pay attention to your thoughts (breathe!)
- Leverage the Authenticity Principle:
 - Know, Embrace and **Be Yourself**
 - Be thoughtful about how/when/where you show up as your Authentic Self, Adapted Self, and Performing Self
- Be an Authentic Leader:
 - Mindfulness; meaningful shared experiences; 360 listening; pay attention to differences; **share your personal side**



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