

Inclusive Leaders Lead Authentically



Unbounded Education

Embracing Emerging Trends and Opportunities

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INCLUSIVE LEADERS LEAD AUTHENTICALLY

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He is Unique



Video by Dr. Angela Even for Purdue University Global Village Unbounded Education 2022

Key Terms

- Diversity- excellence expressing itself through the intersections of perspectives and lived experiences (Purdue.edu, 2022).
- Equity- removal of barriers for an equal playing field for all, not accomplished through assimilation, recognizes systematic patterns within the culture that work together to create inequity.
- Inclusion-ensuring that all members of the University community feel welcome and supported (Purdue.edu, 2022).
- Inclusive Leadership- leaders that adapt to diverse customers, ideas, and talent (Bourke & Titus, 2021).
- Authentic Leadership- Authentic leaders conduct themselves in harmony with their values. They are true to their morals, values, and beliefs. (George & Sims, 2007).
- Authentic Behavior- Behaving in a way that is true to yourself- not masking or assimilation- uniqueness is accepted

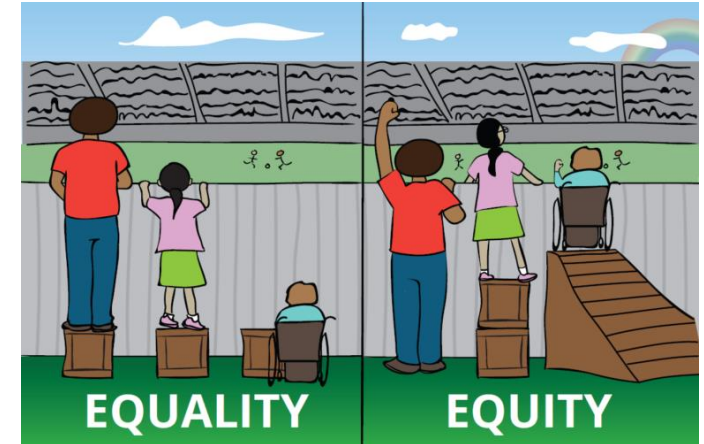


Figure 1 "Equity - Equity Tool."
<https://www.equitytool.org/equity/>.

Learning Outcomes

Demonstrate how authenticity allows individuals to be themselves at all levels and enables them to respect their individuality and uniqueness.

Authenticity leads to equity and inclusion while supporting diversity and inspiring others to live and lead authentically.

Being authentic encourages inclusion, diversity, equity, and passion while removing barriers. Authentic leaders conduct themselves in harmony with their values and are true to their morals, values, and beliefs (George & Sims, 2007).

The Research

- Being authentic provides leaders with an understanding of the differences between individuals.
- This renders assimilation and masking unnecessary since differences and uniqueness are accepted and respected.
- Authenticity leads to inclusion. When leaders are authentic, they encourage others to be.

To Be an Authentic Leader	
Build trust	Practice values
Model self-discipline	Empower others
Understand yourself	Demonstrate passion
Show empathy	Form relationships

Table 1: (Even, 2022)

The Research Continued

- Authentic leaders **encourage diverse viewpoints and build networks of collaboration.**
- Authenticity occurs when actions and behaviors match values. It involves activities that are true to yourself.
- Leaders must understand and maintain a balance between remaining true to **individual values and being open to understanding the values of another.**



(Purdue.edu, 2022)

The Research Continued

- Leaders that conduct themselves in harmony with their values and convictions while encouraging diverse viewpoints and building networks of collaborative relationships are leading authentically (Avolio, Gardner, Walumbwa, Luthans, & May 2004, p. 806).
- Caza and Jackson (2011) believed two components of authenticity involve the **self-knowledge of the true self and the acting out of that true self**.
- Kernis (as cited in Caza & Jackson, 2011) defined the concept of authenticity as full awareness of one's true self in an **atmosphere of open and trusting relationships**.



The Chemistry Library originated in the Chemistry Department which was located in the two-story Science Building from 1874 to 1893.

(Purdue.edu, 2022)

The Inclusive Leader

- Inclusive leaders allow followers to feel empowered and valued for their uniqueness.
- Inclusive leaders encourage authenticity and value followers for it (Diversity, 2021).
- Inclusion requires authenticity.
- To increase diversity and inclusion, researchers state that leaders must also be more authentic (Rahim-Dillard, 2016).
- Inclusion and belonging thrive when authenticity is valued.



CONCLUSION

Group members must be free to participate and feel that they belong and are valued.

Authenticity leads to inclusion while supporting diversity and inspiring others to live and lead authentically.

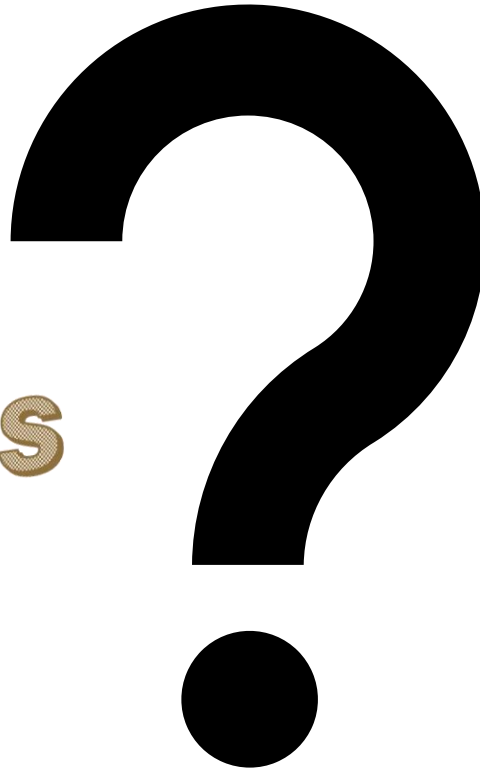
Inclusion and belonging thrive when authenticity is valued, furthering the inclusive leaders' desire to lead authentically.

THANK YOU



Questions

Any Questions



References

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