



Team Diversity at the Center of Inclusion and Empowerment

Martha Maznevski, Ivey Business School

Laura Morgan Roberts, University of Virginia's Darden School of Business

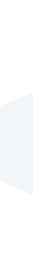
ExecOnline Powers Transformative Leadership Development Strategies



PROPRIETARY TECHNOLOGY & INSTRUCTIONAL DESIGN FOR BUSY LEADERS









Welcome!





Martha Maznevski

Professor of Organizational
Behaviour and Faculty Director
for Executive Education

Ivey Business School

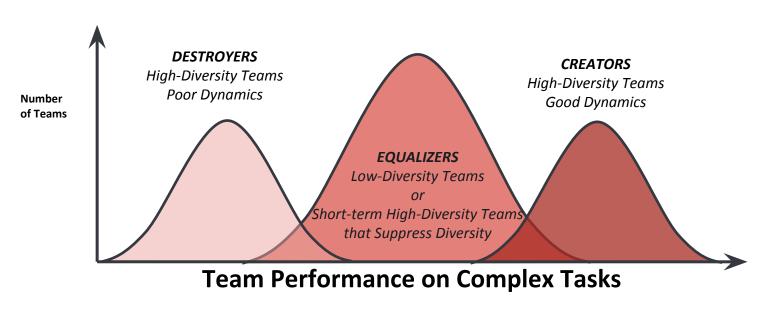


Laura Morgan Roberts

Professor of Practice
University of Virginia's
Darden School of Business



Diverse teams have great potential for performance.



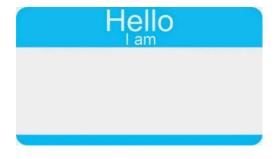
Diverse teams are creative (generate ideas), but don't necessarily turn the creativity into innovation (viable business).

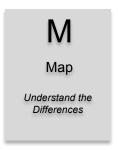
Behaviours and principles work together to empower performance from diversity

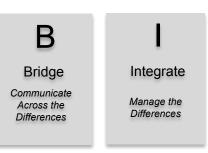


Behaviors for understanding and leveraging different sets of ideas, perspectives and assumptions

Principles for acknowledging, respecting, and valuing the whole person, all aspects of identity











Affirming Identity is the foundation of Inclusion

Identity affects energy – positive or negative.

Affirming each other's whole identity empowers that energy.

Affirm identity by actively caring for each other, deeply listening and trying to understand.





Map, Bridge, and Integrate for Performance from Diversity

Map

Understand the Differences

- Describe different perspectives objectively, below the surface
- Culture, race, personality, gender, sexual orientation, educational background, etc.

В

Bridge

Communicate
Across the
Differences

- = Engage with motivation
- Decenter without blame
- Recenter to commonalities, new ideas and norms

Integrate

Manage the Differences

- = Empower participation
- Anticipate and resolve conflicts
- = Combine and build on ideas

High Performance

Differences Create Value & Learning

- High quality decisions & execution
- Ability to adapt to changing situation
- = Individual & shared growth

VIRTUAL CONFERENCE

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The Power of Inclusive Leadership

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