LEAD. LAUGH. INSPIRE. tWorks

TINA VARUGHESE | Energetic, Relevant, Thought-Provoking, Hilarious!

INCLUSIVE LEADERSHIP

From Silos to Solutions

WHY THIS TOPIC?

Creating a great organization isn't just about breaking down cultural barriers. It's about building a workplace where everyone works towards a common purpose and feels included despite title, rank or position. Successful leaders understand people do not leave jobs. People leave people. Today's successful leaders believe not only in investing in themselves, but encouraging others to grow, to learn and to develop in order to build inclusivity and trust, breakdown silos, foster employee engagement, encourage open lines of communication, promote creativity and create a healthy, happy and inspiring workplace.

TRAITS OF AN INCLUSIVE LEADER

POSITIVITY.

PARTICIPATION.

PURPOSE.

STEPS TO RETRAIN YOUR BRAIN FOR POSITIVITY

JOURNALING. EXERCISE. MEDITATION. ACTS OF KINDNESS. DAILY GRATITUDES.

(Recommended Reading: *The Happiness Advantage* by Shawn Achor)

Journaling
Keeping a journal is a way of looking back and reflecting on what has happened in the course of the day and a conscious means of developing cognitive and emotional skills. Journaling can be an effective tool for increasing positivity and happiness.

Exercise
The benefits of exercise are not just physical. Reducing stress: exercise increases concentration of norepinephrine, a chemical that can moderate the brain's response to stress.

Mood enhancement: Exercise also releases endorphins, which create feelings of happiness. Studies have shown exercise can alleviate symptoms of depression by increasing serotonin, a transmitter targeted by antidepressants.

Cognitive function: regular exercise helps normalize our sleep, which has positive effects on brain function. Research has proven that working out, especially between the ages of 25 and 45, boosts chemicals in the brain that support and prevent degeneration of the hippocampus, a part of our brain used for memory and learning.

Meditation
Meditation can be practiced in many ways. Basic meditation techniques involve sitting in a comfortable position and just trying to quiet your mind by thinking of nothing. Focused meditation means that you focus on something intently, but don't engage your thoughts about it. This can be something as simple as focusing on your deep breathing or using visualization. Activity-oriented mediation techniques can include walking, creating artwork or practicing yoga, anything that allows you to experience "flow". Mindfulness refers to staying in the present moment rather than thinking about the future or the past, such as focusing on sensations you feel in your body or focusing on emotions and where you feel them in your body.

INCLUSIVE LEADERSHIP

From Silos to Solutions – CONTINUED

Acts of Kindness
Kindness is the means by which we make a deliberate attempt to brighten another person's day by doing something thoughtful, nice and caring for them. Random acts of kindness are also conscious acts of kindness.

Daily Gratitudes
The benefits of gratitude are far-reaching and almost spontaneous.

Trains the brain: The brain becomes more skilled at noticing and focusing on possibilities for growth and seizing opportunities. There is literally no space left for anger, sadness or worry.

Strengthens positive emotions: gratitude reduces feelings of envy and helps bounce back from stress increasing resilience.

Increases likeability: by being appreciative and positive, we naturally act nicer, friendlier and are perceived to be more trustworthy.

Increases happiness: Writing daily gratitudes can increase long-term well-being by more than 10%. By implementing, neuropathways strengthen making it easier for the brain to find things to appreciate.

PARTICIPATION

Effective Meetings in 4 Easy Steps

1. Define the goal and send an agenda prior (!)
2. Define meeting type and strategy
   a. Action-oriented: strategy-plan ahead
   b. Brainstorming-strategy: set time limits
3. Keep meeting moving forward
4. Action Plan

PURPOSE

The most important relationship contributing towards employee engagement is between a manager and his direct reports. Key factors that lead to employee disengagement include a lack of respect, ideas not being valued, lack of control, absence of feedback.

Ask yourself "am I the type of person that I would want to work with? Why or why not?"

> *"The only person you can be better than is the person you were yesterday."*

More information?
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