Assignment #2: Inclusive Leadership

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An organization today is more than likely to be made up of a very diverse group of individuals. A leader might run into struggles of how to successfully manage a group of diverse individuals. In order for a leader to successful manage a group of diverse individuals and to not run into many struggles then the inclusive leadership model could be beneficial. This paper will look at the inclusive leadership model in regards to the traits and skills that are necessary for this type of leader to be successful in creating a good culture for the associates.

**Which leadership characteristics have most impact on organizational culture?**

In order for a leader to be able to be successful in a diverse organization they need to clearly understand the characteristics that are needed that have an impact on the organizational culture. A leader within any sort of organization has to understand that the culture of an organization is based upon the actions that is taken by the leadership of an organization (Girma, 2016). A leader that is aware that their actions have a large impact on the organizational culture will be more cautious on the actions that they carry out within the organization. With that said, there are some leadership characteristics that have a large impact on the organizational culture and that is getting input from associates and including them in decisions within the organization (Sanders, 2017). Another important characteristic that a leader can carry out that will have a large impact on the organizational culture is having good communication in place within the organization as a whole (Girma, 2016).

**Leadership skills required for an inclusive organization**

A leader needs to also understand that skills that are required to have an inclusive organization. One of the most important skills that is required for an inclusive organization is having respect for the different cultures of the organization (Shore, Cleveland & Sanchez, 2018). By having a leader that is respectful of the different cultures of the organization will lead to associates feeling like they are being treated fairly and appreciated for their differences. If a leader is not respecting the associates and their cultures then it could cause associates to be upset and not working hard within the organization. Other skills that would help bring about an inclusive organization is having both open communication and listening to associates within the organization (Javed, Umrani & Hameed, 2019). A leader that has open communication can allow them to share with associates why actions are being taken and the associates will be more likely to accept the direction that the organization is taking. When a leader has the skill of being able to listen to associates can allow them to listen to concerns that associates have and then the concerns can be addressed. Both of listening and having open communication can have a positive impact on having an inclusive organization because it can lead to associates feeling like they are being respected. Associates that feel like they are respected tend to work harder within an organization (Girma, 2016).

**How does inclusive leadership influence decision making in organization**

A leader that employs inclusive leadership has to be aware of how it influences decision making within an organization. When looking at how inclusive leadership influences decision making within an organization it is important to understand that inclusive leadership is when a leader is good at listening, uses the talents of the team, are supportive of all of the members of the organization, and are good at communicating with the associates of the organization (Qi & Liu, 2017). By understanding this a leader that uses inclusive leadership would understand that the decisions that they are making in regards to the organization will also have an impact on the organization and the associates as a whole. Leadership that uses inclusive leadership must understand that it is important to include the associates in the decision process and get their input on the actions in order to keep the associates motivated within the organization (Shore, Cleveland & Sanchez, 2018). The reason to include the associates and to communicate with them is to ensure that the associates have a chance to voice their opinion and to address their opinion. When leadership includes associates in the decision making process it has been found to have positive effects on the organization as a whole and an increase of employee motivation and output of work (Randel et al., 2018). In other words, the way that inclusive leadership influences decision making is that the leader will normally listen to the associates on decision and also think about the impact that the decision will have on the associates of the organization.

**How does inclusive leadership influence organizational communication in a global environment?**

Within any sort of organization communication is extremely important in order to have an organization that is going to be run successfully. The way that an inclusive leader influences organizational communication within an organization is setting the tone in which the organization is going to operate (Lawrence, 2015). The leader is the one that is responsible for letting the associates know the importance of having open communication and listening to associates within the organization (Javed, Umrani & Hameed, 2019). A way that an inclusive leader can show associates that communication is important is in meetings the leader call on associates to share their ideas with the leadership and voice their concerns that they might have (Jain, 2018). Carrying out an action like this can show associates that their opinions matter and that the leadership is wanting to listen to the associates in order to make the organization as a whole better. In other words, the leadership of an organization influences the communication within an organization by making the associates aware of the way the organization is going to operate. Inclusive leaders are also aware of the different cultures that can be found within the organization and understand that people will communication and want to be communicated to in different manners. In some cultures and locations associates want to hear directly from the leader and in other cultures the associates would prefer to hear from someone that they work with regularly such as their manager (Fernando, 2018). However, it is important that leadership is aware of the communication methods that is best for their associates and do everything possible to have open communication with the associates all across the organization.

**How inclusive leadership influences organizational effectiveness and competitiveness in a global setting**?

A leader within an organization must know how the inclusive leadership will influence the organizational effectiveness and competitiveness within a global setting. It is important to remember that an inclusive leader is when a leader is good at listening, uses the talents of the team, are supportive of all of the members of the organization, and are good at communicating with the associates of the organization (Qi & Liu, 2017). These types of leaders have been found to have positive effects on the organization as a whole and an increase of employee motivation and output of work (Randel et al., 2018). When associates feel included in the decisions of an organization they tend to be happier and less likely to be looking at leaving an organization. When associates are happier they will typically work harder and as a result help the organization by having more output. If an organization is having more output because the morale within the organization is higher than it means that the organization is able to be more competitive in regards to other organizations that it might be working against. However, if an organization is not inclusive then it could mean that the associates are not happy within the organization and look to leave. When associates look to leave an organization, then it could have a negative impact on the amount of work that is getting done by the associates. In other words, inclusive leadership can be applied within an organization by the leadership in order to overcome any sort of challenges that might be facing the organization, because the associates would be more motivated and would have a higher morale.

**Are other leadership models more effective than inclusive leadership?**

When looking at leadership models it is important for a leader to understand that other than inclusive leadership there is also transformational leadership and leader-member exchange that could be employed within an organization. A way to determine which leadership model is most effective is to determine which method has the most impact on employee engagement, innovation, and productivity within an organization. Transformational leadership is a leadership model that is good to employ if a change is needed within an organization and if a leader is good at creating a vision for the change (Dulebohn, Wu, Liao & Hoch, 2017). The transformational leadership model has helped increase morale within organizations that have employed this method of leadership (Fisher, 2017). The leader-member exchange model theory of leadership is one in which a leader works on creating and building relationships within the organization (Martin, Guillaume, Thomas, Lee & Epitropaki, 2016). Leaders that have used the leader-member exchange model have been found to have higher levels of employee job satisfaction, higher work performance, and also an increase level of communication between associates and the leadership (Xu, Loi, Cai & Liden, 2019). By understanding some basics of these two models one can see that the model that leads to the most engagement, innovation, and productivity within an organization is that of an inclusive leader. The reason is because inclusive leadership has been found to increase engagement and productivity of associates (Choi, Tran, & Park, 2015). The inclusive leadership approach has also been found to lead to more innovation taking place within an organization when it has been used in an organization (Javed, Naqvi, Khan, Arjoon & Tayyeb, 2019). In other words, the inclusive leadership approach achieving innovation, productivity, and engagement it would be the best method to use in some cases.

**Conclusion**

In today’s time an organization is more likely to be made up of a very diverse group of associates. A leader must understand how the inclusive leadership model works in order to determine if this model is the best method to employ within an organization. By understanding the inclusive model of leadership it can allow a leader to increase productivity, innovation, and even have higher employee engagement within an organization. If a leader is not aware of this leadership style and other leadership styles that are available, then it could mean that they are not using the best method possible to lead their organization in the most successful manner.

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