

Six actions leaders can take to nurture inclusive teams

Teams are how most people connect to their organizations. When teams excel, most often organizations do too. Analysis of 2,200 surveys of leaders and teams shows that inclusive leadership creates agile, disciplined, collaborative teams—teams that can help their organizations accelerate performance and compete for talent.



Inclusive leaders do three things particularly well:

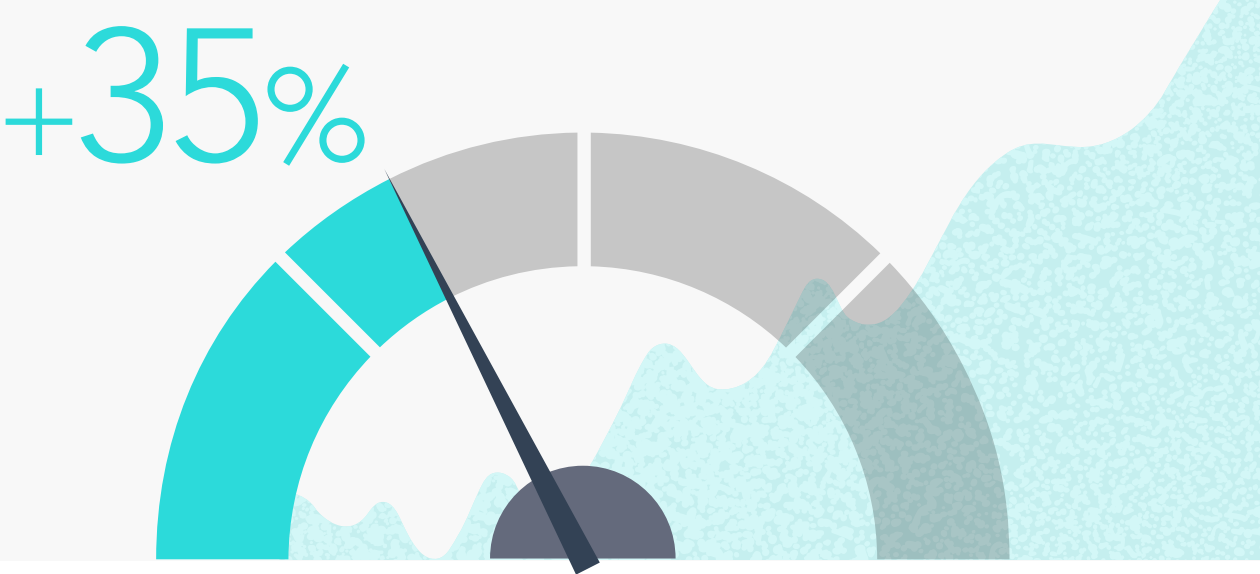
- 0.71 Build deep purpose and engagement
- 0.69 Create a deep sense of belonging
- 0.65 Value individuality

When we look at teams, the same three behaviors correlate strongly with performance—and the behaviors related to purpose and engagement have the strongest relationship.

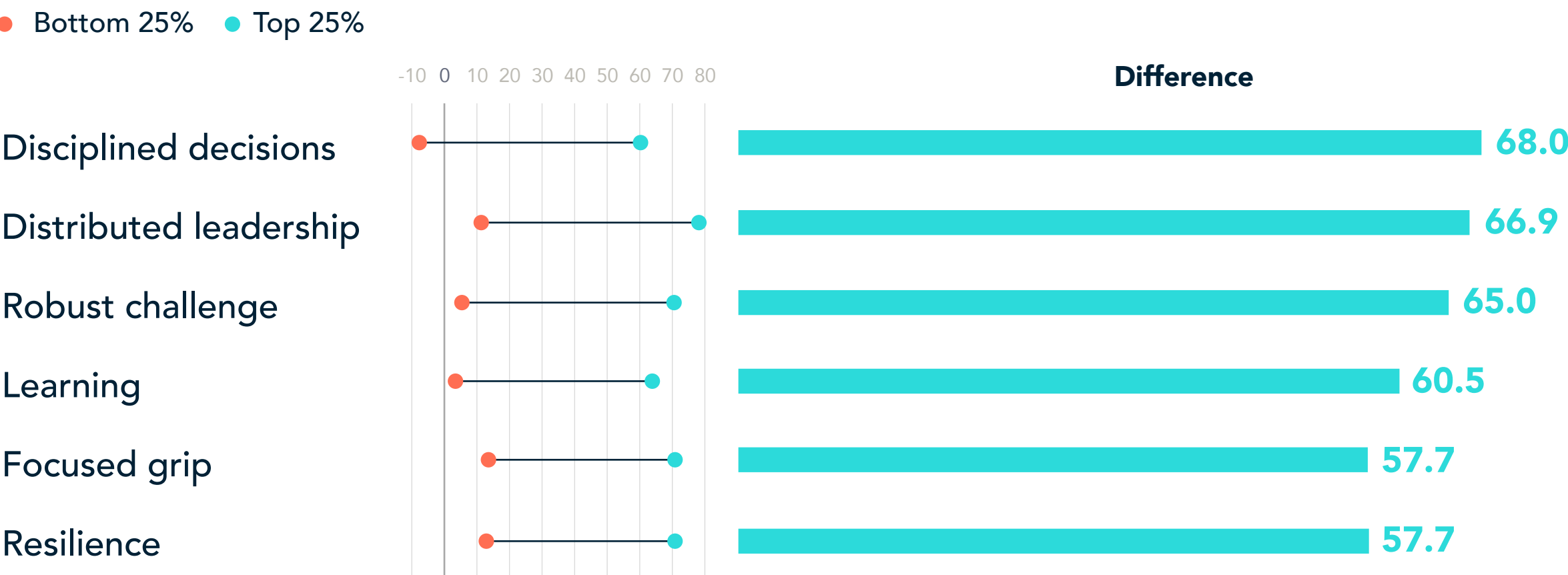
These three behaviors relate to perceived team strength through having a clear team purpose and a clear set of principles for how the team operates, as well as the practical things the team does to create energy. In other words, how leaders and people in teams lead, interact, challenge each other, and make decisions are the biggest supports to performance.

When people see their teams as more inclusive, they also see their teams as high performing:

Teams in the top 25% rate their teams' performance 35% higher than teams with the lowest inclusiveness scores.



There are six areas where the top most inclusive teams perform better



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1

Disciplined decisions:
Make sure that decision rights and responsibilities are clear and information sharing is seamless.

2

Distributed leadership:
Engage their full teams and encourage everyone to take on challenges on behalf of the team.

3

Robust challenge:
Establish and nurture a climate of support and trust that enables the team members to be candid and challenge each other.

4

Learning:
Build future capabilities that will enable teams to quickly absorb and implement new learnings.

5

Resilience:
Encourage team members to take risks, set ambitious goals, and energize each other.

6

Focused grip:
Guide teams to put in place a rigorous contract with their organization, and match critical resources to the biggest opportunities.

Each of these six behaviors relate to being able to execute and transform with agility, which, of course, has become ever more important to people, teams, and organizations over the past two years.

Leaders who focus on creating inclusive environments in which team members feel able to speak their minds and hold each other accountable for performance are clearly making a marked difference in their organizations. And, in a time of fierce competition for talent, inclusive teams are one key to attracting and retaining the best.

To learn more, see “What inclusive leaders do—and don’t do”

About the authors

Alice Breeden
is co-regional managing partner of Heidrick & Struggles’ CEO & Board of Directors Practice in Europe and Sub-Saharan Africa and a member of the global leadership team; she is based in the London office.
abreeden@heidrick.com

TA Mitchell
is a principal in the London office and a member of the product management team.
tmitchell@heidrick.com

Jonathan McBride
Global Managing Partner
jmcbride@heidrick.com

Jennifer Flock
Partner
Europe and Africa
jflock@heidrick.com

Christianne Garofalo
Partner
Americas
cgarofalo@heidrick.com

Heidrick & Struggles’
Diversity, Equity & Inclusion Practice