



MORE CONNECTS US THAN DIVIDES US

Pamela Fuller | Global Managing Client Partner,
Thought Leader, Inclusion & Bias – Author – Speaker

pamela.fuller@franklincovey.com



What **one word**
best describes
your leadership?

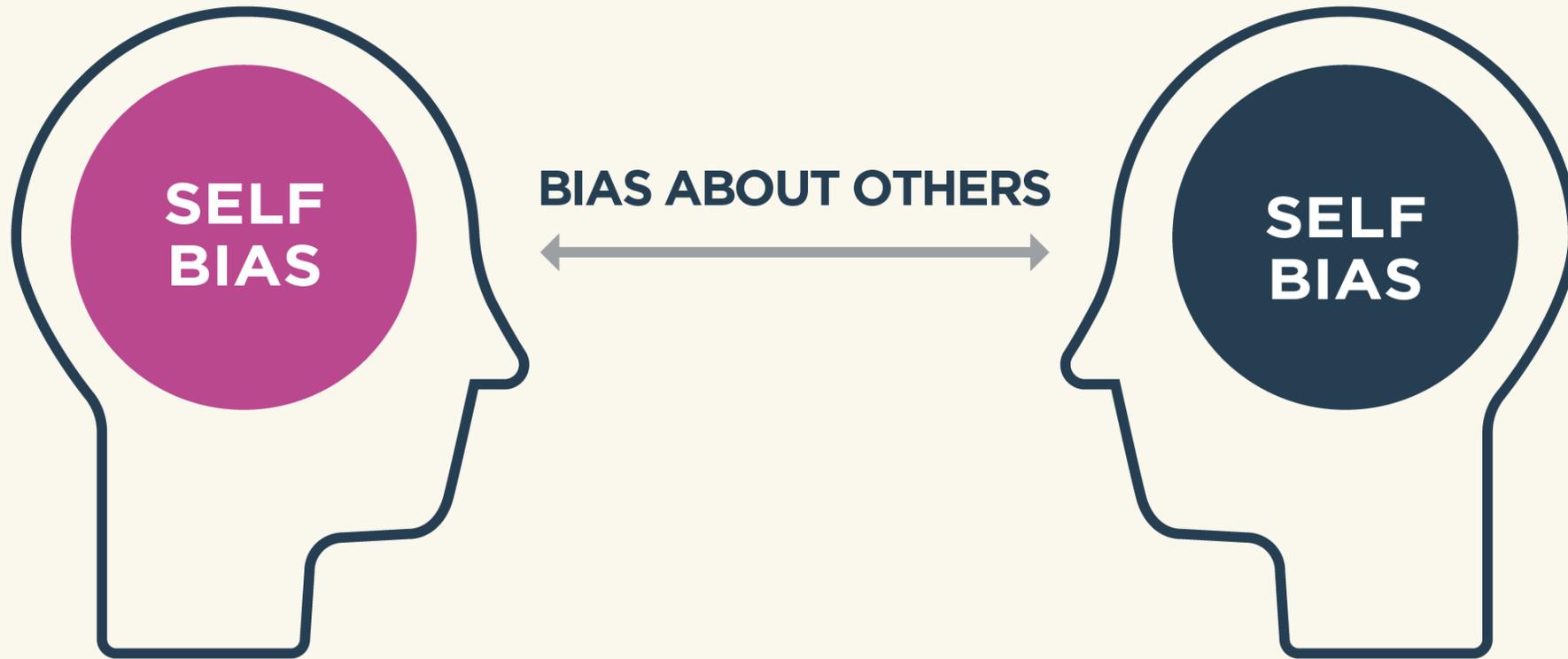
Please call out what comes to mind.
For example:

- Thoughtful
- Focused
- Results-oriented
- Empathetic
- Innovative

Many of us fancy ourselves great leaders. Fewer of us define ourselves as **inclusive leaders**.

What Is **Bias**?

- A **preference** in favor of or against a thing, person, or group compared with another.
- It may be held by an individual, a group, or an institution.
- It can have negative or positive consequences.



CONSCIOUS BIAS

EXPRESSED
DIRECTLY

WE ARE AWARE
OF THE BIAS

UNCONSCIOUS BIAS

EXPRESSED
INDIRECTLY

WE ARE **NOT** AWARE
OF THE BIAS

Employees who perceive themselves to be the target of bias are:

- **3x** as likely to be disengaged.
- **3x** as likely to withhold ideas.
- **3x** as likely to leave their job within the year.

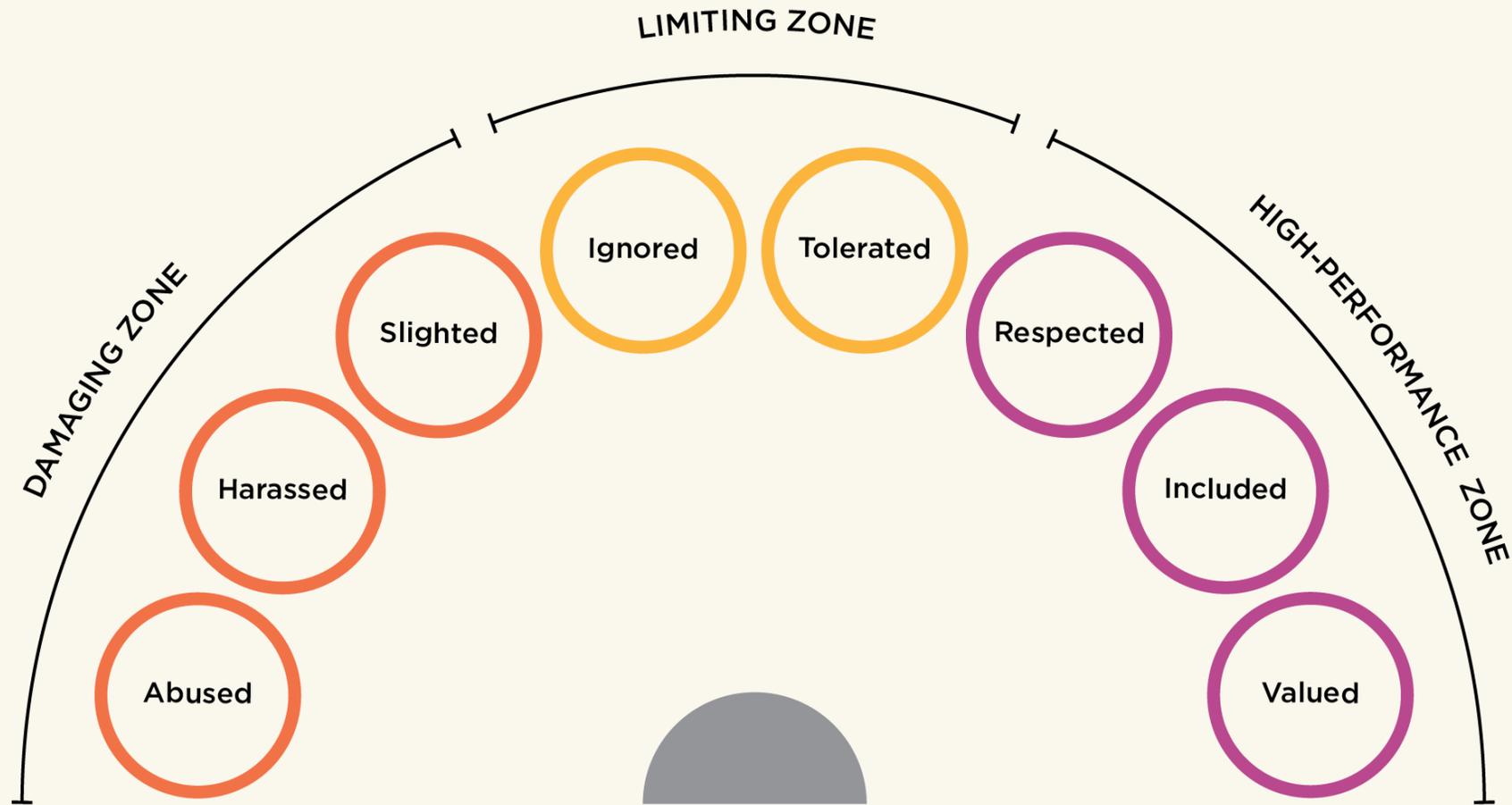
DISRUPT BIAS, DRIVE VALUE, CENTER FOR TALENT INNOVATION.

Diverse teams that act inclusively:

- Make better business decisions **87%** of the time.
- Are **2x** faster at decision making.
- Have half the number of meetings.

“HACKING DIVERSITY WITH INCLUSIVE DECISION MAKING,” CLOVERPOP

Impact of Behaviors



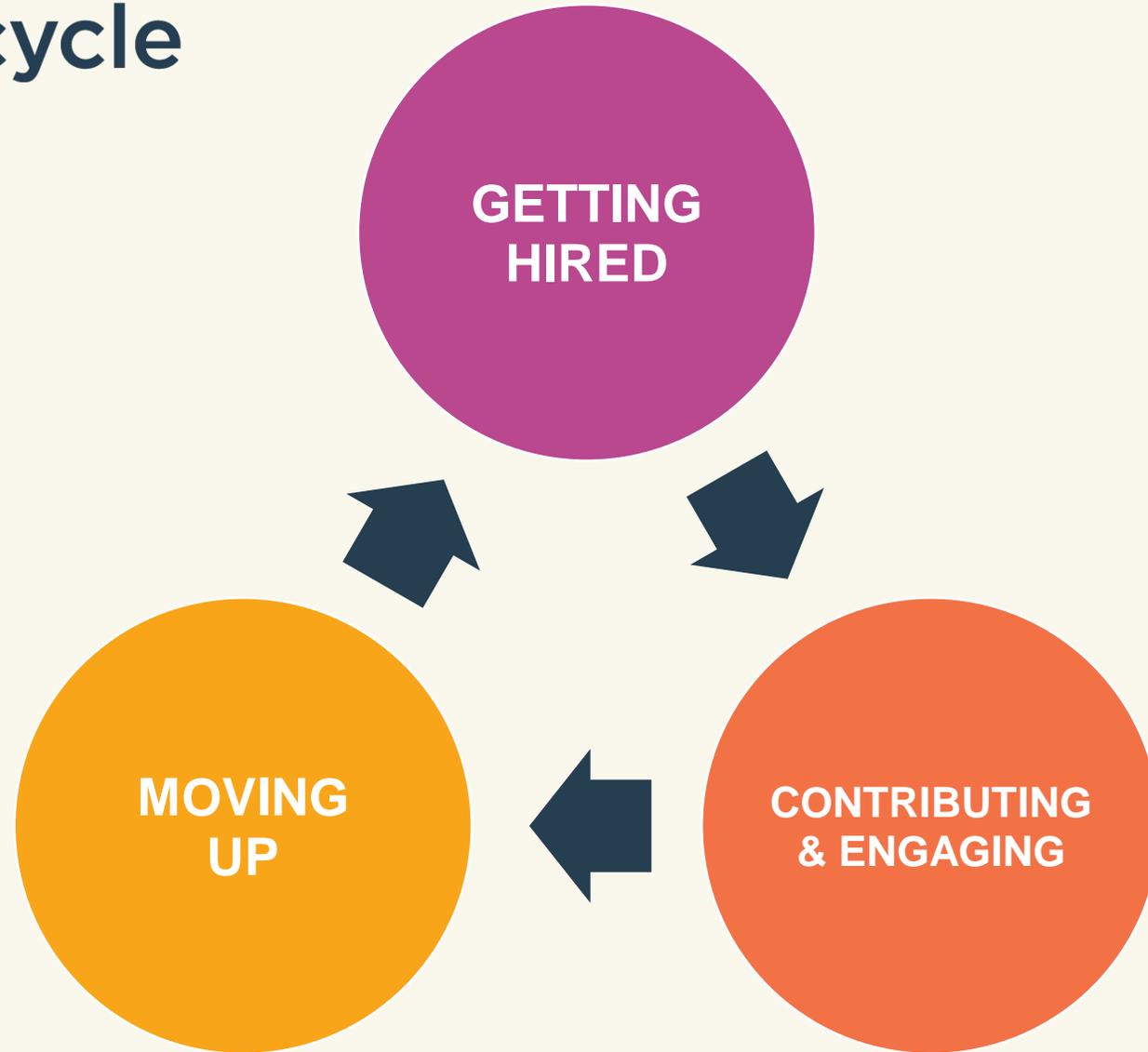
CHALLENGING BIAS MATTERS BECAUSE...

There is no idea more fundamental to performance than how we see and treat each other as human beings.

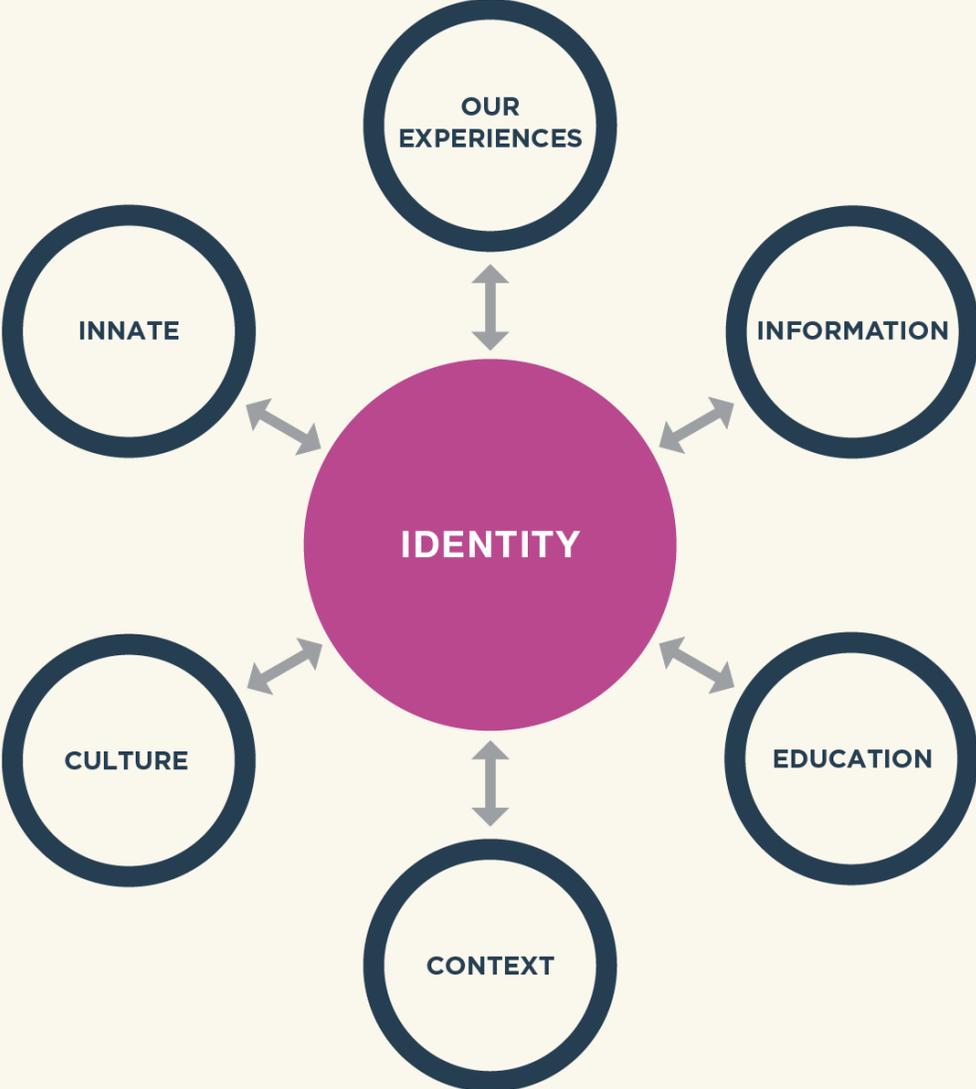


Apply across the **talent lifecycle.**

Talent Lifecycle



Where do biases come from?



How does identity relate to bias?

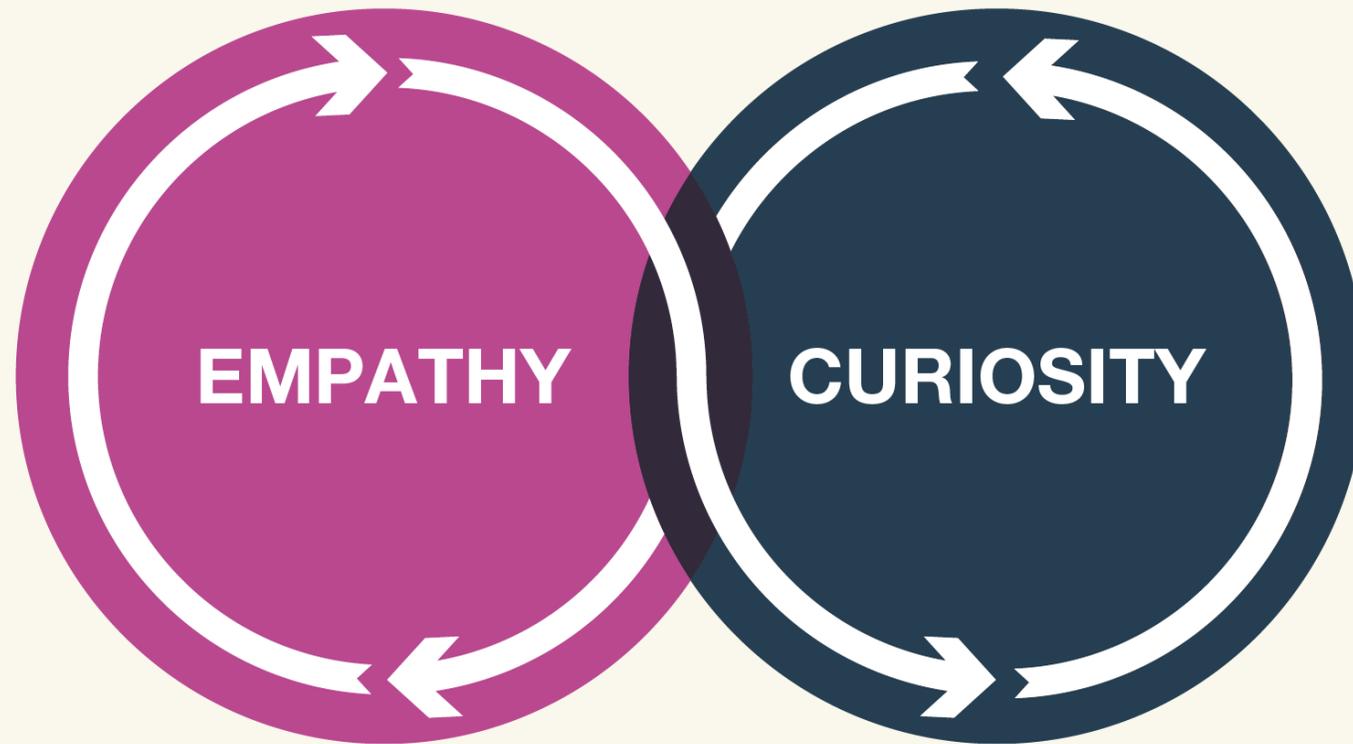
Mindfulness

Almost everything will work again
if you unplug it for a few minutes.

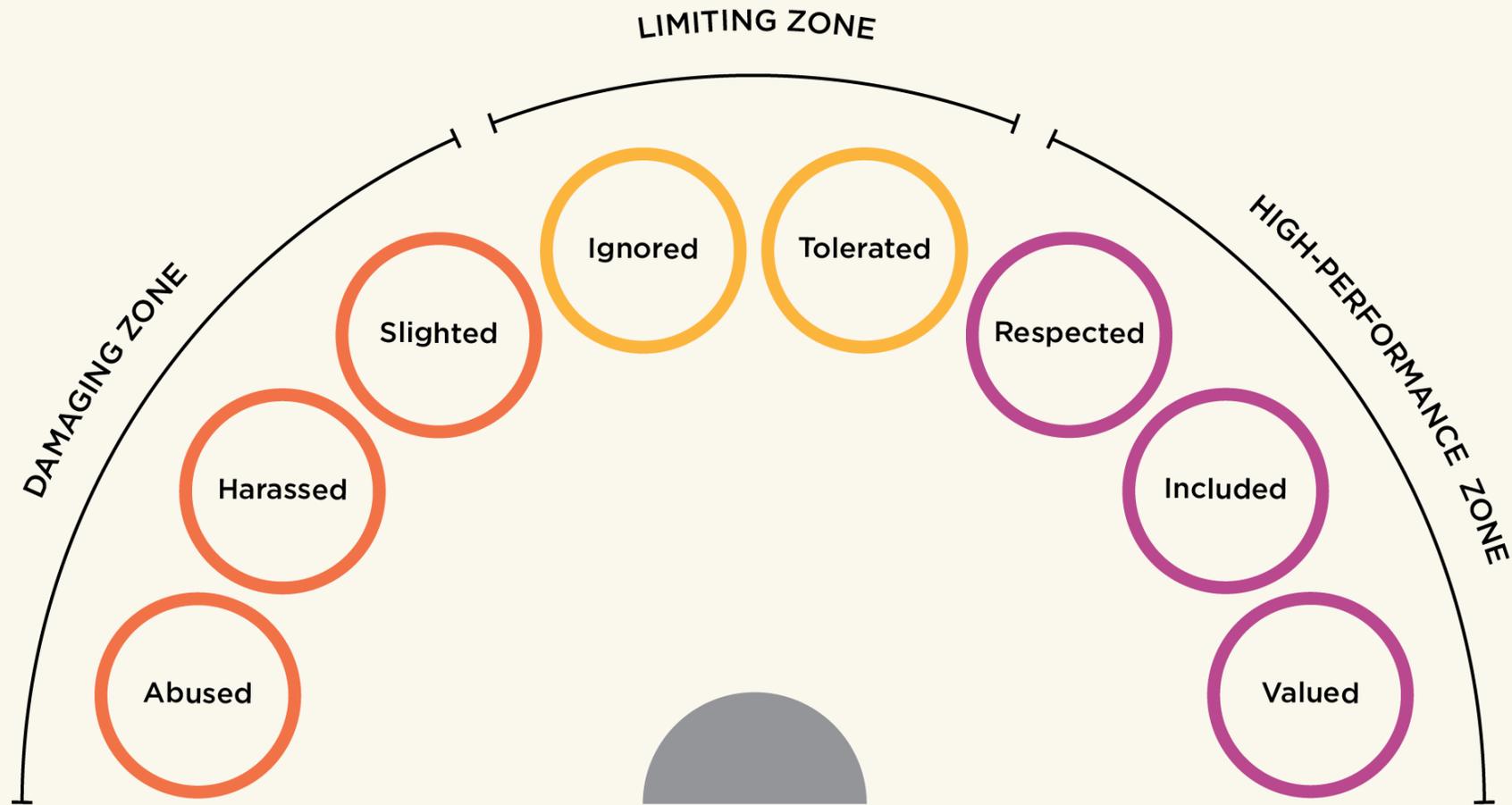
Including you.

ANNE LAMOTT, BESTSELLING AUTHOR OF *BIRD BY BIRD*

How do we
cultivate connection?



Impact of Behaviors



71% of leaders pick protégés of the same race and gender.

KEY FINDINGS: SPONSOR DIVIDEND, CENTER FOR TALENT INNOVATION.

MENTORSHIP

SPONSORSHIP

COACHING

5 Strategies for Cultivating Everyday Connection

1. Have a connecting conversation each day.
2. In meetings, close with a round robin.
3. In brainstorming or ideation meetings, disconnect person from idea.
4. Assign the role of active dissenter.
5. Complete a network audit.



MORE CONNECTS US
THAN DIVIDES US

Thank you!

Pamela Fuller | Global Managing Client Partner,
Thought Leader, Inclusion & Bias – Author – Speaker

pamela.fuller@franklincovey.com

