

5 Tips to Leading a Diverse Team

– a guide for global leaders



When your diverse team includes a ...

diversity of race, gender, orientation, language,
education, age, geography and family status ...

LEADING A DIVERSE TEAM

Tip #1



Ask yourself: Is leading a Diverse Team what I really want; or just what's mandated?

- Make sure you're in it for the right reasons; otherwise it can fuel your biases
- Make sure you're eager to work with multiples styles and voices and values
- Are you looking for people who mirror you?
 - *What are your expectations from the team? Is it a 'do what I do' culture?*
- Make building diversity leadership skills a priority
- Hone your EQ skills
 - *Empathy; Self-Regulation; Self-Awareness; Motivation; Social Skills*

LEADING A DIVERSE TEAM

Tip #2

Make Social and Culture awareness a core competency

- Lean into learning your teams' cultures and values
 - *Language, behaviors, customs, etc.*
 - *Share your personal story and let each member share theirs*
- Recognize that cultural differences may lead to conflicts, even when conflict isn't intended
 - *Try not to arbitrate everything*
 - *Feedback should be framed by the cultural norms without assumptions*
- *Remember: Our perspectives come from the diversity facets we identify with most*
 - *Our biases are based on the identities we think about least*
- Communicate in the language of "other" behavior styles
 - *Remember **DISC**: speak to the **D**ominants with directness; the **I**nfluencers with caring; the **S**teadiers with stability; and the **C**ompliant with precision.*



LEADING A DIVERSE TEAM

Tip #3

Create an inclusive team culture for everyone

- Build a unique brand and culture that the team can be proud of:
 - *A brand the team can buy into; belong to; contribute to*
- Share yourself evenly across the team
 - *Don't let a common culture bond you to any one particular member*
- Build a set of common values
 - *Values that honor the many team cultures*
 - *Be transparent when connecting team values to company objectives*
 - *Inspire and support the team's social conscious*
- Joy and fulfillment have to be in the mix!



LEADING A DIVERSE TEAM

Tip #4

Authenticity is like **Gold**

- It can buy a whole lot!
 - *Earns trust, confidence and credibility*
- Daring to be authentic is an act of vulnerability
 - *Will set the tone for the whole team*
- Authentic people are better communicators
- Authenticity makes *being different* feel **safe**
- Makes **transparency** and **truth** the norm



LEADING A DIVERSE TEAM

Tip #5

Make your standard of performance measurement “outcome based”

- Don't have folks comparing themselves to each other
 - *Diversity brings different styles and methods but can produce the same outcomes*
- No crabs in the barrel
 - *Have folks reaching higher, not for each other*
 - *Minimize competition, maximize cooperation*
- Don't let perceived fairness crowd out inclusion



If you want to learn more
about leading diverse
teams and want to grow
your skills, contact:

Valiant Coaching



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About Valiant Coaching, LLC



Valarie Gilbert

PCC, International Coaching Federation
Fellow, Institute of Coaching, McLean Hospital
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I specialize in coaching clients who lead diverse and global teams. I have over 30 years' experience in Fortune 100 hi-tech – spending most of my time creating inclusive teams that develop global software for international markets. Valiant Coaching is dedicated to helping clients activate - **equitable, inclusive, and accountable** leadership, - that leads to high performing, cohesive teams.

Background

- **30+ years' Hi-Tech Executive**; *VP/SVP positions at Marriott Int'l, S&P Global and Sr. Leadership at Cisco Systems and EMC*
- **ACC - ICF ACTP Trained / Effective Org** - *Rutgers Univ; Northwestern Univ; TTI Success Insights*
- **MS, BS - Engineering**; *University of Pittsburgh, Carnegie Mellon University*
- **Clients**: *General Counsel - Hi-Tech Industry; EVP-Education Funding; Director -Talent Mgmt; VP - Product Development; Director - App Development; New Hire – Campaign Manager*

