



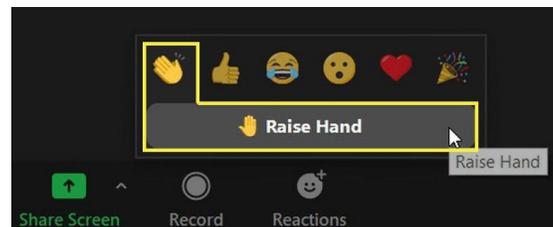
*Pathways Leadership Development:*  
Fostering Inclusive Leadership in Your Workplace

CIO Executive Council  
April 27, 2023

# THIS IS AN INTERACTIVE SESSION!

Please turn on your video  
and raise your hand to ask a question.

You may also share comments  
via the Chat.



# Today's Hosts: Isabel Wells and Dr. Jane Williams

## Isabel Wells:

Isabel is the Chief Information Officer at Kimball Electronics, globally responsible for Information Technology and digital innovation. Isabel has over 20 years of experience in global IT leadership and management consulting. Prior to KE, Isabel was Vice President of IT at Avery Dennison, a Fortune 500 materials science and manufacturing company. Isabel has held leadership roles in the US and the UK while at KPMG and PA Consulting Group. She holds a BSc in IT, Business Management and Languages from the University of York, UK, and a certificate in Digital Leadership Acceleration from UC Berkeley.



*Isabel Wells, Vice President and CIO at Kimball Electronics*

## Dr. Jane Williams:

Jane is a retired Chief Information Officer, who led a team of 66 IT professionals at the University of Missouri-St. Louis, managing a \$10M annual budget. Prior to joining the university, she spent 20 years as an IT and business consultant with IBM. Dr. Williams is an online instructor with over 15 years of experience and is currently an adjunct faculty instructor at Waldorf University. She holds a D.M. in Information Systems Technology, an M.A. in Information Systems, and an M.A. in Business Administration.



*Dr. Jane Williams, Executive Coach at Virtual Cubist, LLC*

# Agenda



INTRODUCTIONS



WHY WOULDN'T I WANT TO BE THE  
SMARTEST PERSON IN THE ROOM?



HOW CAN YOU DEMONSTRATE A GROWTH  
MINDSET AND LEAD WITH EMPATHY,  
HUMILITY, AND INCLUSIVE BEHAVIORS?

# Why wouldn't I want to be the smartest person in the room?

**“If you are the smartest person in the room, you are in the wrong room.”**

- You won't grow in your comfort zone
- Being challenged brings opportunity for learning and growth
- You will stifle innovation and transparency

# Growth Mindset

*"Success is not final, failure is not fatal; it is the courage to continue that counts." - Winston Churchill*

A growth mindset is important as a leader because it fosters a culture of continuous learning and development, encourages innovation and risk-taking, and helps individuals and teams to achieve their full potential. Examples of leading with a growth mindset include:



Embracing challenges as opportunities for growth. This might include taking on challenging projects, celebrating failures as learning opportunities, taking risks, and trying new things.



Fostering a culture of continuous learning and development and supporting the belief that learning and development is a lifelong process. Encourage and value feedback.



Encouraging a positive and optimistic outlook on life and work. Focus on strengths and accomplishments, maintain a positive outlook even in the face of adversity, and model a positive mindset.

# Inclusion

*"Diversity is being invited to the party; inclusion is being asked to dance." - Verna Myers*

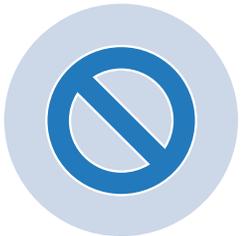
As a leader, promoting inclusion can increase diversity, equity, and belonging in your team and improve performance and innovation. Examples of inclusion in leadership include:



Creating a welcoming environment: ensuring that your team members feel safe, comfortable, and accepted in the workplace.



Embracing diversity: valuing and celebrating the differences and similarities of your team members and creating opportunities for everyone to contribute.



Addressing bias and discrimination: identifying and challenging any biases, prejudices, or discriminatory behaviors that may occur in the workplace and taking steps to prevent them.

# Empathy

*"When you show deep empathy toward others, their defensive energy goes down and positive energy replaces it. That's when you can get more creative in solving problems." - Stephen Covey*

As a leader it is important to be empathetic towards your team members, as it can improve communication, build trust, and increase productivity. Examples of empathy in leadership include:



Putting yourself in their shoes: trying to understand your team members' perspectives, experiences, and emotions.



Active listening: *hearing* your team members' concerns, ideas, and feedback and responding with understanding and support.



Offering support and guidance: providing resources, mentorship, and opportunities for growth and development.

# Humility

*"True humility is not thinking less of yourself; it is thinking of yourself less." - C.S. Lewis*

Humility is the willingness to learn, admit mistakes, and acknowledge the contributions of others. As a leader humility can help you build trust, foster collaboration, and create a positive work culture. Examples of humility in leadership include:



Admitting mistakes: acknowledging when you have made a mistake, taking responsibility, and apologizing if necessary.



Seeking feedback: asking your team members for feedback, input, and suggestions and being open to constructive criticism.



Recognizing others' contributions: giving credit to your team members for their hard work, ideas, and achievements.

# In summary . . .

Fostering inclusive leadership in the workplace involves demonstrating the following:

- Growth Mindset
  - ✓ Embrace challenges as opportunities; foster continuous development, and maintain a positive outlook
- Inclusion
  - ✓ Create a welcoming environment, embrace diversity, and challenge bias
- Empathy
  - ✓ Walk in their shoes, listen, ask questions, and provide support or resources
- Humility
  - ✓ Admit mistakes, seek feedback, and recognize the contributions of others

*And remember . . . “If you are the smartest person in the room, you are in the wrong room.”*

# 2023 Programming & Awards

## AWARDS PROGRAMS

### UPCOMING WEBINARS

**May 4, 2023**

HIMSS 2023: Top Innovations and Investments Highlights

**May 11, 2023**

Pervasive IT Planning: Intelligence, Governance, and Cultural Agility

**June 15, 2023**

Generative AI – Next Wave or Source of Worry *\*Invitation Only Roundtable*

**July 13, 2023**

IT Sustainability: Moving from Politically Correct to Measurable Business Value

### CONFERENCES & EVENTS

**August 14-16, 2023**

CIO 100 Symposium & Awards

**October 2-4, 2023**

CSO50 Conference+Awards

### CIO LEADERSHIP LIVE *(Video Interview Program)*

**May 3, 2023**

Kevin Gray, City of Burbank

**June 21, 2023**

Vikram Nafde, Webster Bank



The CIO 100 Awards celebrates 100 organizations and the teams within them that are using IT in innovative ways to deliver business value, whether by creating competitive advantage, optimizing business processes, enabling growth, or improving relationships with customers. It is an acknowledged mark of enterprise excellence.



CIO's Hall of Fame award honors the men and women whose work has advanced the CIO role and demonstrated sustained business success for 10+ years. Hall of Fame members have all demonstrated substantial business impact and technology vision within one or more organizations.



The CSO50 Awards recognizes 50 organizations for security projects and initiatives that demonstrate outstanding business value and thought leadership. This is an opportunity to share with your peers the risk and security innovations that led the way to greater success for your organization.



The CSO Hall of Fame recognizes leaders who have made significant contributions to the advancement of information risk management and security. The CSO Hall of Fame inductees exemplify the qualities of leadership and excellence and, by their example, contribute to the improvement of security across all organizations.



The IDC Future Enterprise Awards reflect a changed world. The categories and criteria represent the accelerated pace of organizations, working towards bringing their businesses into the Future.



Thank you!



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