



SDS Global Enterprises, Inc.  
Dr. Shirley Davis, CSP, SHRM-SCP

*"Working with organizations around the world to build more inclusive and high performing workplace cultures where all talent can thrive."*

## **Inclusive Leadership: A New Model for Workforce 2030**

As the workforce becomes more global, diverse, multi-generational, and multi-cultural, the need for more ***inclusive leadership*** is imperative. Becoming an inclusive leader is not as easy as it sounds. It is much more than a title, giving a hug, and being nice. It requires intentionality. It demands a paradigm shift and openness to different ways of thinking and doing things. It means leaning in to some discomfort and demonstrating courage to embrace the unknown and the unfamiliar. These requirements of 21<sup>st</sup> century leaders are driven by the needs and expectations of the new generation of workers that will dominate the workforce and change the way the work gets done and the way that leaders lead. For example, we already have five generations working alongside each other; nearly half of the global workforce is comprised of women; 60% of all degrees (from Associate to Doctorates) are now earned by women; nearly 10,000 baby boomers are exiting the U.S. workforce every day over the next five years. Millennials will make up 50% of the global workforce by 2020 and 75% by 2025; and 40% of the U.S. workforce today works part-time, remotely, and flexibly. I could go on, but the heart of the matter is that amidst these demographic disruptors, the ability for leaders to lead across different work styles, world views, belief systems, time zones, communication styles, personality styles, and unique needs and expectations requires inclusive leadership.

Leadership guru, Marshall Goldsmith said: "what got you here, won't get you there." And that couldn't be truer today. Most of the leadership traits and competencies that were needed in the 20<sup>th</sup> century won't work for the workforce of today or of 2030. So what are they? Combined with my 25 years of HR experience and as a certified leadership coach, as well as the latest research on 21<sup>st</sup> century leadership, below is a list of common skills and competencies (not in any order) that leaders should possess if they are to be effective in leading today's diverse workforce. Review the list and take a personal assessment of how effectively you demonstrate each of these.



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### 21<sup>st</sup> Century Leadership Competencies

• Adaptability	• Passionate
• Strategic (visionary)	• Risk Taker
• Decision-maker	• Inspirational
• People Skills	• Empowering
• Manage less	• Technologically savvy
• Trustworthy	• Team-oriented
• Results-oriented	• Authentic & transparent
• Self-Awareness	• Accountable
• Keeps it fun	• Knowledgeable

When leaders become more adept in demonstrating the competencies and traits that workers value in the workplace, they are building the kind of workplace culture that attracts top talent, increases engagement and productivity, fuels innovation and creativity, increases retention, and positively impacts the customer service experience. And most importantly, they are fostering a culture of inclusion and high performance that contributes to business success and long-term sustainability.

To learn more about how Inclusive Leadership contributes to increased productivity and performance access my popular LinkedIn Learning course titled, *"Inclusive Leadership"* at <https://www.linkedin.com/learning/inclusive-leadership/welcome>

*Dr. Shirley Davis is a well-respected thought leader and President of SDS Global Enterprises, a firm that works with organizational leaders around the world to transform their cultures into inclusive high performing workplaces where all talent can thrive. Learn more about her at [www.drshirleydavis.com](http://www.drshirleydavis.com)*