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MOSAIC

Messages of Openness,
Shared Awareness,
Inclusion & Connection

Advancing Employee Excellence Through Inclusive Leadership

This month, we're exploring the impact of inclusive leadership and how it helps create workplaces where everyone can thrive.

What is Inclusive Leadership?

Inclusive leadership is more than a management style; it's a commitment to fostering an environment where every employee feels valued, respected, and empowered to contribute their unique perspectives, ideas and talents. In today's diverse workplace, inclusive leaders play a critical role in building cultures that encourage innovation, collaboration, and belonging. Fundamentally, inclusive leadership recognizes and appreciates individual differences while ensuring equitable opportunities for team members. Inclusive leaders actively seek diverse viewpoints, listen with empathy, and create space for meaningful participation.

Inclusive Leadership Supports All

The Benefits of an Inclusive Workplace:

Inclusive leaders understand that when employees feel seen and heard, they are more engaged, productive, and motivated. Employees show stronger engagement and increased creativity, and overall decision-making is improved. Teams become better equipped for complex problem solving, adapting to change, and partnering more successfully with a broader, more diverse range of customers, vendors, and partners.

Tips for Being an Inclusive Leader

Inclusive leadership requires self-awareness and continuous learning. This includes a willingness to examine their own biases or assumptions and remain open to feedback. Inclusive leaders remain curious about others' experiences, and they seek to create an environment where individuals feel able to freely express themselves genuinely, and candidly.

Leaders can actively practice inclusion by:

- Encouraging participation from all team members.
- Seeking out perspectives, especially those that may be underrepresented.
- Recognizing and celebrating diverse contributions and achievements.
- Fostering an environment of psychological safety.
- Supporting opportunities for equitable access to development and advancement.
- Leading with empathy, respect, and accountability.
- Paving the way for others to influence workplace culture by individual actions, interactions, and commitment to inclusion.
- Commit to parity; consider the Paradigm for Parity pledge (for more on the Paradigm for Parity) click on the links below:

Paradigm for Parity

Connecticut Companies Sign Pledge

Differences are strengths

By embracing diverse perspectives and creating opportunities for every voice to be heard, we cultivate environments where individuals, teams, and organizations thrive.

Building the Future of Belonging at Work

Dr. Nakia Hamlett-Nunes, CEO & Founder of Complex Psychology, Principal at Hamlett Nunes, and Creator of the *Strategic Leadership Intelligence System*, takes a deeper dive into inclusivity, while providing wonderful insight with ***Building the Future of Work: Are we asking the right questions?***, featured here:

Building the Future of Belonging at Work: Are we asking the right questions?

The workplace has always been a complex, multifaceted place where strangers become trusted colleagues, where conflicts and problems abound, and where, more often than not, people become friends.

As our adult lives commonly center around work, organizations are perpetually tasked with helping humans feel safe, valued, recognized, and supported in their jobs and roles.

To complicate matters, artificial intelligence and geopolitical changes are transforming workplaces faster than most organizations can develop structures, policies, and practices to safely manage these changes.

It is not surprising, then, that our efforts to create equitable and harmonious workplaces continue to fall short of expectations. Consequently, all too often, people leave organizations because they feel undervalued, invisible, unfairly treated, or, worse, overtly harmed.

While belonging has often been based on HR initiatives and DEI strategies, we continue to face uniquely challenging headwinds, which often require adapting and resetting. Given new laws and legal precedents, traditional practices have been supplemented with creative and more broad approaches. With an unprecedented array of tools and multimedia resources at our disposal, we have innumerable ways to innovate; re-envisioning and reimagining equity and belonging in our workplaces.

As a clinical psychologist, behavioral scientist, and executive coach, I have spent many years helping leaders and organizations solve complex clinical, leadership, and cultural problems. Using an integrated framework informed by psychology, behavioral and organizational science, system thinking, and, more recently, emerging AI capabilities, I often assist by asking the right questions.

First and foremost, I always presume that employees understand their organization's assumptions, practices, values, and mission, much better than I do. So, rather than suggesting I have the answers, I typically invite individuals to consider a different set of questions; thereby adopting new perspectives while imagining a different set of circumstances and potential solutions.

I offer some examples below. Please use these questions to facilitate your own reflections or discussion with others, in your efforts to build healthier, more inclusive practices and workplaces.

Questions to Consider:

1. How is psychological safety intentionally created, reinforced, and evaluated throughout your organization, not just discussed?
2. What behaviors does your organization consistently reward, whether intentionally or unintentionally? Answer frankly and honestly.
3. What are the dominant themes in your organization's historical narrative?
 - What stories do employees tell about leadership, trust, opportunity, or fairness?
 - Which parts of that story continue to serve your organization?
 - Which chapters need to be rewritten?
4. As AI changes the nature of work, how are you helping employees feel more valued and less vulnerable?
5. What opportunities exist for employees to experiment, learn, and develop new capabilities, including practical and responsible uses of AI?
6. Where do people experience the greatest disconnect between your organization's stated values and their everyday experiences?
 - Do supervisors and managers have these discussions or know where these gaps have commonly occurred?
7. How often do employees have opportunities for meaningful dialogue, reflection, collaboration, and relationship-building beyond transactional meetings?
8. Are your leaders developing the psychological and relational capabilities needed to lead diverse teams through prolonged uncertainty and change?
9. Are your efforts to strengthen culture informed by contemporary behavioral science, organizational research, and adult learning theories?
10. Beyond engagement surveys, how are you measuring trust, psychological safety, leadership effectiveness, relational health, and the behavioral patterns that shape organizational culture?
11. Would you like help with this?

Please reach out if a conversation would be helpful. I love helping leaders and organizations develop, design, and reimagine organizational culture, especially in these unprecedented times.

Be Well,

Dr. Nakia Hamlett-Nunes CEO & Founder, Complex Psychology Creator of the Strategic Leadership Intelligence™ System
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Mosaic Mirror: Time to Reflect

What is one action you can take now to ensure a colleague or team member feels heard, valued, and included?

Look for our
next issue
coming in
October!