Goskills

A Manager's Guide to Building Teams Inclusively

GoSkills online course syllabus

Skill level
Beginner

Lessons
16

Pre-requisites
No prior experience needed

Video duration
46m

Estimated study time
46m 22s

Instructor
Lia Garvin

Introduction

1 Importance of inclusion

Everyone Has a Role

2 Your role as a manager

They say people don't leave jobs, they leave managers - and when it comes to making people feel included, managers play a critical role.

3 Roles of team members

Everything can't always be left up to managers, meaning it falls on everyone to make sure team members feel included.

4 Inclusion as a team value

Values are our north stars, and establishing inclusion as a team value works to set the tone around the culture you want to create.

Starting with Access

5 Access to information

There is nothing more powerful for driving a sense of inclusion than being in the know.

6 Being a part of decisions

Ensuring all team members are meaningful parts of the decision making process is critical for ensuring team members feel like they belong.

7 Sharing the spotlight

How you communicate and what you respond to is a huge factor in determining who feels included and excluded.

Encouraging Risk-Taking

8 ### Make it safe

Psychological safety - making it safe to take risks and be vulnerable with your team - is critical for fostering inclusion.

9 ### Ditch the double standard

The higher the risk, the higher reward; but not everyone has the same comfort around taking risks.

10 ### Advocate for inclusion

In the workplace, there are more events and conversations that can advance someone's career than what might reflect on the surface.

Feeling Rewarded for Hard Work

11 ### Understanding appreciation

While many tend to focus on pay, there are other ways you can show appreciation for someone's work, ensuring that your colleagues and team feel recognized.

12 ### Recognizing all work

Many teams have higher visibility and lower visibility work, and it's not often rewarded and recognized in the same ways.

13 ### Distributing work equitably

Recognizing and redistributing the invisible work that happens on a team, and ensuring all team members have access to high impact work is critical for driving a sense of inclusion.

Unlocking Full Potential

14 ### Belonging cues

The goal of inclusion is to ensure each of your team members feels as though they belong.

15 ### Connecting to purpose

A team with a shared purpose is a team that is inspired to work together inclusively.

Conclusion

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