EFFECTIVELY LEADING A DIVERSE TEAM HAS NEVER BEEN MORE CRITICAL. HERE ARE FOUR TIPS TO MAKE SURE ALL EMPLOYEES STAY ENGAGED.

Team diversity refers to the differences across individuals of a team based on various identifers like gender, culture, age, ability, education, and overall experience and perspective. It's

2. PRACTICE EMPATHETIC LEADERSHIP AND GET TO KNOW THE INDIVIDUAL

Taking an empathetic approach to leadership and understanding individual motivators is vital for successful managers today, but where should you start?

Ask questions. Effective managers know the team's success does not rely solely on themselves. Instead, identify skill sets in your team and delegate tasks that encourage professional development in the areas they find rewarding.

Some examples might include the following:

» What motivates you?

» How do you like to receive feedback?

» How do you produce your best work?

» Do you face common challenges that I can help address?

Opening a dialogue to understand if what they enjoy doing is the same as what they are good at doing reflects a culture of transparency.

Understanding the strengths within your current talent pool will allow you to adjust employees' responsibilities to suit their strengths and maximize their contribution to the company. It can also present development opportunities that the employee would not identify otherwise. For example, you could pair an employee who enjoys writing with an employee who enjoys researching on an assignment, leveraging their unique talents and interests to arrive at a final product.

Transparency around these topics reinforces that managers nurture their employees' talents, which often results in higher organizational commitment. Organizational commitment refers to employees' loyalty or bond toward their work and organization. This bond or attachment often leads to higher employee engagement, resulting in motivated employees that produce high-quality work and deliver results for their team.

3. IDENTIFY BARRIERS TO DIVERSE TEAMS

A barrier to managing diversity and inclusivity in the workplace is the ability to quantify progress. It is crucial to identify a measurement framework that spans all levels of an organization to overcome this barrier. By identifying obstacles at the onset, a company can implement governance and initiatives to help achieve its diversity, equity, inclusion, and belonging (DEI&B) goals.

Some common ways to measure DEI&B goals include:

MEASURING EMPLOYEE ENGAGEMENT AT THE INDIVIDUAL LEVEL

Pulse Surveys:

About the Author

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