

Hertfordshire Chamber of Commerce

INCLUSIVE LEADERSHIP

Everybody In - Nobody Out

René Carayol

DIVERSITY, INCLUSION & BELONGING

HAS ALWAYS BEEN THE RIGHT THING **TO DO**
AND THE SMART THING **TO DO**
BUT IT'S NEVER BEEN EASY **TO DO**

Ben Verwaayen



DOWNLOAD PRESENTATION

www.carayol.com/herts

CULTURE
IS MORE POWERFUL THAN
STRATEGY

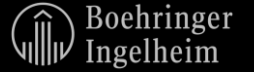
SON OF IMMIGRANTS





LEADERSHIP

BRANDS



BURBERRY



McKinsey & Company



HM Revenue & Customs

accenture High performance. Delivered.

LEADERS

- **JIM YONG KIM** – THE WORLD BANK
- **ANTONY JENKINS** – BARCLAYS BANK
- **MARIO GRECO** – GENERALI
- **ROSS MCEWAN** – ROYAL BANK OF SCOTLAND
- **PHILIPPE MASO** – AXA U.K.
- **STEVE AUCKLAND** – JOHNSTON PRESS
- **LORD IAN MACLAURIN** – TESCO
- **NEVILLE ISDELL** – COCA COLA
- **TONY BLAIR** – PRIME MINISTER, U.K.
- **AKINWUMI ADESINA** – AFRICAN DEVELOPMENT BANK
- **CRAIG BARRETT** – INTEL
- **COLIN POWELL** – SECRETARY OF STATE, U.S.
- **IAN LIVINGSTON** – BT
- **JOE JIMENEZ** – NOVARTIS
- **DAVID CAMERON** – PRIME MINISTER, U.K.
- **RICHARD BRANSON** – VIRGIN
- **NOMKHITA NQWENI** – ABSA
- **KARL-LUDWIG KLEY** – MERCK
- **MARTIN SENN** – ZURICH
- **LOUISE GREENLEES** – TJX EUROPE
- **JOHN VARLEY** – BARCLAYS BANK
- **PHILIPPA RODRIGUEZ** – ASTRAZENECA
- **MARIA RAMOS** – BARCLAYS AFRICA
- **MIKE COUPE** – SAINSBURYS
- **BRUCE HEMPHILL** – LIBERTY LIFE
- **RALPH HAMERS** – ING BANK
- **ALLAN LEIGHTON** – SELFRIDGES
- **JOHN MAHAMA** – PRESIDENT, GHANA
- **FESTUS MOGAE** – PRESIDENT, BOTSWANA
- **LASZLO BOCK** – GOOGLE
- **CHRIS PILLING** – FIRST DIRECT
- **MIKHAIL GORBACHEV** – PRESIDENT, SOVIET UNION
- **RICHARD FRANCIS** – SANDOZ
- **CARLY FIORINA** – HP



SPEAKING UP

THE WORLD HAS CHANGED

“The pace of change has never been this fast, and yet it will never be this slow again.”

Justin Trudeau, Prime Minister, Canada





INCLUSION INSPIRES INNOVATION

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CHALLENGE UP AND SUPPORT DOWN

LEADERS TELL STORIES
MANAGERS TALK STRATEGY



**"...UNTIL THE
LIONS HAVE
THEIR OWN
STORYTELLERS,
THE TALES OF THE
HUNT WILL
ALWAYS FAVOUR
THE HUNTER."**

INCLUSION

Sainsbury's



**“SOMEONE TO
BELIEVE IN”**
&
**“SOMETHING TO
BELONG TO”**

MICROAGGRESSIONS AND THE WORKPLACE



“NOT MANY WILL REMEMBER EVERYTHING YOU SAID
BUT **EVERYONE** WILL REMEMBER
HOW YOU MADE THEM **FEEL**”

Maya Angelou

American poet, singer, memoirist, and civil rights activist.





DONALD

RENÉ CARAYOL

SPIKE

STRENGTHS • POSITIVELY • IDENTIFIED • KICK-START • EXCELLENCE

BECOME AN 'A' PLAYER

LOVE YOUR JOB

YOUR TEAM IS EVERYTHING

EVERYDAY IS A GREAT DAY

INCREASED SELF-ESTEEM

“YOU’RE AS UNIQUE AS YOUR FINGERPRINTS”

A man with short dark hair and a woman with long blonde hair are leaning over a table, looking at something together. The man is on the left, and the woman is on the right. They are both wearing dark jackets. The background is blurred, showing other people in a meeting room.

LEADERS ACT

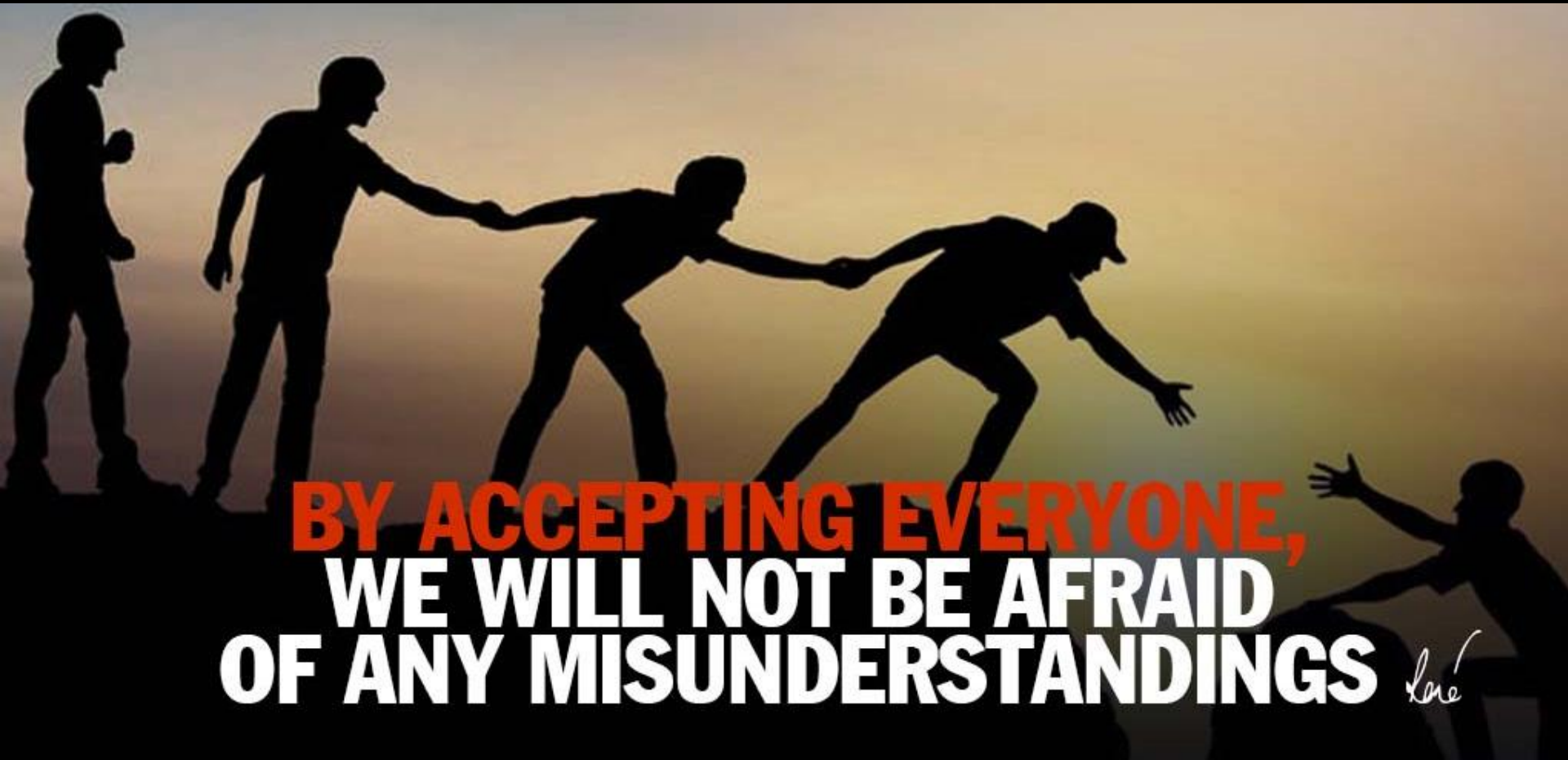


TOP TIPS



**WHEN WE INCLUDE EVERYONE,
IT BECOMES
THE PATHWAY TO SUCCESS**

Love



**BY ACCEPTING EVERYONE,
WE WILL NOT BE AFRAID
OF ANY MISUNDERSTANDINGS**

love



**INCLUSION IS ALL
ABOUT ACCEPTANCE
AND NOTHING TO DO
WITH TOLERANCE**

rene

**DIVERSITY IS POWER
AND INCLUSION IS STRENGTH**

René



A group of diverse people, including a bald man in the foreground, are smiling and looking towards the camera in an office setting. The background is slightly blurred, showing other people and office equipment.

**WE HAVE TO KEEP
PUSHING FOR INCLUSION
UNTIL NO ONE FEELS LEFT OUT**

rene



**IT IS ONLY WHEN EVERYONE
BELONGS THAT WE HAVE CREATED
A CULTURE TO BE PROUD OF**

Love

THE 'LONE WOLF' NEEDS BOTH INCLUSION AND LOVE



René

THE BEST SOCIETY IS RICH IN VARIETY



**WE MUST
NEVER STOP
FIGHTING FOR
EQUALITY
BECAUSE IT
IS EVERYTHING**





**DIFFERENCE IS
BEAUTIFUL**

rene

IF YOU ARE **BOLD** YOU MIGHT FAIL,
IF YOU ARE **NOT BOLD** YOU WILL FAIL

Sign up for
**DAILY
SPIKE
SPARK**



DOWNLOAD PRESENTATION: www.carayol.com/herts

Contact: rene@carayol.com

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