

"YOU ARE A PART OF THIS WORK!"



# SHARED LEADERSHIP:

ESSENTIAL TO INSTITUTIONAL FORMATION!

- HIGH-LEVEL LEADERS
- MID-LEVEL LEADERS
- GROUND-LEVEL LEADERS

# REVERSING THE CONVERSATION

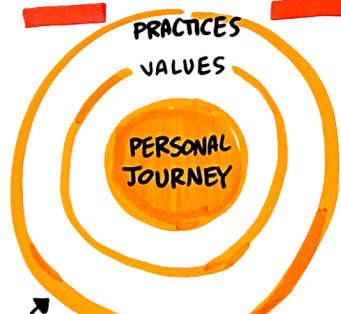


# BUILDING TRUST

1 ON 1 MENTORING

REFLECT ON THE JOURNEY

# SHARED EQUITY LEADERSHIP:



HOW IT WORKS

# MOVE BEYOND THE CHAMPIONS

VULNERABILITY BUILDS TRUST

COMFORTABLE WITH BEING UNCOMFORTABLE

SEEING EQUITY AS PART OF YOUR WORK

# DISRUPT & QUESTION

- FIRST NAMES
- NO TITLES
- EVERYONE THE SAME AT THE TABLE

# SHARING LEADERSHIP TO SUPPORT EQUITY, DIVERSITY & INCLUSION

DR. ADRIANNA KEZAR



# ACKNOWLEDGE HISTORY



# CONSIDER: NEXT STEPS

BUILDING ACCOUNTABILITY SYSTEMS



- MAKING SPACE TO PROCESS
- ENGAGE EMOTIONS

HARNESS EMOTION

# ONGOING TRAINING



SELECT A DIVERSE SET OF LEADERS

REWARD THE WORK

