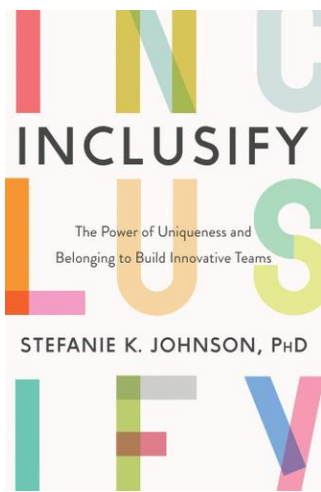


# [PDF] Inclusify: The Power Of Uniqueness And Belonging To Build Innovative Teams

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#### Books Details:

Title: Inclusify: The Power of Uniqueness and Belonging to Build Innovative Teams

Author: Stefanie K. Johnson

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#### Description:

In this groundbreaking guide, a management expert outlines the transformative leadership skill of tomorrow—one that can make it possible to build truly diverse and inclusive teams which value employees' need to belong while being themselves. Humans have two basic desires: to stand out and to fit in. Companies respond by creating groups that tend to the extreme—where everyone fits in and no one stands out, or where everyone stands out and no one fits in. How do we find that happy medium where workers can demonstrate their individuality while also feeling they belong? The answer, according to Stefanie Johnson, is to Inclusify. In this essential

handbook, she explains what it means to Inclusify and how it can be used to strengthen any business. Inclusifying-unlike "diversifying" or "including"- implies a continuous, sustained effort towards helping diverse teams feel engaged, empowered, accepted, and valued. It's no use having diversity if everyone feels like an outsider, she contends. In her research, Johnson found common problems leaders exhibit which frustrate their attempts to create diverse and cohesive teams. Leaders that underestimated the importance of group coherence and dynamics often have employees who do not feel like they belong; leaders that ignore the benefits of listening to different perspectives leave some people feeling like they cannot be their authentic selves. By contrast, leaders who Inclusify can forge strong relationships with their teams, inspire greater productivity from all of their workers, and create a more positive environment for everyone. Having a true range of different voices is good for the bottom line-it allows for the development of the best, most innovative, and creative solutions that are essential to success. Inclusify reveals the unexpected ways that well-intentioned leaders undermine their teams, explains how to recognize the myths and misperceptions that drive these behaviors, and provides practical strategies to become an Inclusifyer. By learning why uniqueness and belonging are so imperative, leaders can better understand what makes their employees tick and find ways to encourage them to be themselves while ensuring they feel like they are fully part of the group. The result is a fully engaged team filled with diverse perspectives-the key to creating innovative and imaginative ideas that drive value.

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Inclusifyingâ€”unlike â€œdiversifyingâ€ or â€œincludingâ€”implies a continuous, sustained effort towards helping diverse teams feel engaged, empowered, accepted, and valued. Itâ€™s no use having diversity if everyone feels like an outsider, she contends. By contrast, leaders who Inclusify can forge strong relationships with their teams, inspire greater productivity from all of their workers, and create a more positive environment for everyone. By learning why uniqueness and belonging are so imperative, leaders can better understand what makes their employees tick and find ways to encourage them to be themselves while ensuring they feel like they are fully part of the group. Diverse and inclusive workplaces create successful organizations. However, these efforts to promote belonging and uniqueness and the idea of â€œinclusifyâ€ need to be an ongoing and continuous process. Stefanieâ€™s book, *Inclusify: The Power of Uniqueness and Belonging to Build Innovative Teams*, reveals the unexpected ways that well-intentioned leaders undermine their teams, explains how to recognize the myths and misperceptions that drive these behaviors, and provides practical strategies to become an Inclusifyer. A diverse and inclusive environment establishes a sense of belonging among employees. When employees feel more connected at work, they tend to work harder and smarter, producing higher quality work. As a result, organizations that adopt D&I practices see huge gains in the form of business results, innovation, and decision-making. Bigger talent pool. If you arenâ€™t changing the way your recruiting process is structured, youâ€™ll always get the same type of people. If youâ€™re unsure where to start, try Meijerâ€™s approach and start leveraging the power of employee recognition. How to foster diversity in the workplace. There are myriad ways to start incorporating diversity into your workplace. â€œInclusify is a practical, action-oriented guide to being a better leader for all of your stakeholders. This book will be a game changer for creating more innovative, engaged, and productive teams. Through her academic research and interviews with top CEOs, Stefanie Johnson has compiled remarkable data and insights that have the power to change the world. - - Dr. Marshall Goldsmith, #1 executive coach in the world. â€œIn *Inclusify*, Stefanie K. Johnson takes the conversation beyond diversity, moving us closer to real inclusion and equality. Her positive spin on what we can achieve by working tog Inclusifying-unlike "diversifying" or "including"- implies a continuous, sustained effort towards helping diverse teams feel engaged, empowered, accepted, and valued. It's no use having diversity if everyone feels like an outsider, she contends. Read full description. See details and exclusions - *Inclusify: The Power of Uniqueness and Belonging to Build Innovative Teams*. See all 11 brand new listings. Qty 1 *Inclusify: The Power of Uniqueness and Belonging to Build Inn New Hardcover Book 1* -*Inclusify: The Power of Uniqueness and Belonging to Build Inn New Hardcover Book*. Â£18.44. Free postage.