



ORIGINAL RESEARCH PAPER

Management

INCLUSIVE LEADERSHIP: AN DRIVING PERFORMANCE OF WORK GROUP LEADERS

KEY WORDS: Inclusive leadership, Diverse work force group leadership, Attribute.

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ABSTRACT

The various theories on inclusive leadership connect the leadership with employee outcomes but empirical evidence is still lacking especially from the perspective of context. Leadership in organizations in the group process and outcomes to dominated organizations but a change in thinking is forcing a rethink as to the optimal style in a change and increasingly diverse world. The conceptualization of inclusive leadership and present a framework for understanding factors that the contributed to and follow from inclusive leadership within work group in inclusion interact with employees in ways that inclusion. This framework provides theoretical grounding for the construct inclusive leadership while advancing our understanding of how leaders how leaders can increase divers work group effectiveness that provides important contributions including increased levels of creativity and innovation to provide opportunities.

INTRODUCTION

The achieve more complete involvement of diverse individuals in the workplace and to provide the opportunity for all organizational members to reach their full potential, researchers and practitioners have increasingly looked to inclusion employees preceding that they are esteemed members of a work group or organization as a inclusion in work group holds promise such experience are dependent in part on effective leadership difficulties by promoting of work group in inclusion interact with employees in ways that inclusion that go beyond avoidance of bias and discrimination propose that inclusive leaders enables the effective functioning of diverse work group in ways that groups in ways that are not sufficiently addressed by other form of leadership. The optimal distinctiveness theory we conceptualization inclusive leadership as a set of leader behaviours that are focused on facilitating group members feeling part of the group is beneficial for diverse team through its focused on accepting members for their unique attributes, perspective, and contributions, ultimately leading to higher performance.

OBJECTIVE

- To study on Inclusive leadership performance of workforce group leadership.
- To study on Diverse workforce in inclusive leaders through the belongingness.

INCLUSIVE LEADERSHIP

The leaders who are aware of their own biases & performance actively seek out and consider different views and perspective to inform better demission making they see diverse talent as a source of competitive advantage and inspire people to drive organisational and individual performance towards a shared vision. Inclusive leaders in practice of leadership that carefully includes the contributions of all stakeholders in the community or organization inclusion means being at the table at all levels of the organizations, benign a valued contributor and being fully responsible for your contribution to the ultimate result. The leadership definition captures the essentials of being to inspire others and being prepared to do so. Effective leadership is based upon ideas, but won't happen unless those ideas can be communicated to others in a way that engage them enough to act as the ;leader wants them to act put even more simply the leader is the inspiration and director of the action he or she is the person in the group the possesses the combination of personality and leadership skills that ,makes want to follow his or her direction. Inclusive

leadership it is important to clarify which an employee's previous that he or she is an esteemed member of the work group through experiencing treatment that satsatisfies need for belongingness and uniqueness.

CONCEPTUALIZING INCLUSIVE LEADERSHIP

Leadership is a process by which a person influences other to accomplished an objective and directs the organization in a way that makes it more cohesive and coherent . Leaders carry out this process by applying their leadership attributes and such as beliefs, values, ethics, character, knowledge and skills. Explored how leaders many act in an inclusive manner there have been few efforts to clearly establish inclusive leadership as a style of leadership to have coined the term leaders inclusiveness include others in discussion and decision in which their voices and perspectives might otherwise and as being similar to but also distect from coaching behaviour and participative leadership. The leader member exchange at the group level and explored how this operationalization of leader inclusiveness might reduce turnover in diverse group, leaders signal their own acceptance of employees of various background through the establishment of high quality relationship with them group leader can promote norms about equality and inclusion that will facilitate greater power sharing and improve reciprocal exchange among group members.

INCLUSIVE LEADERSHIP

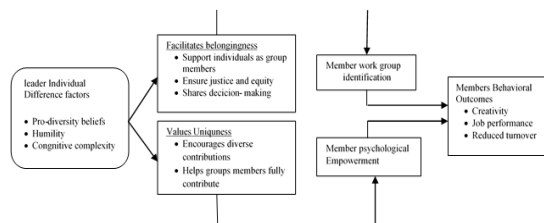


Fig. 1. Theoretical model of inclusive leadership.

DIVERSEWORK GROUPS LEADRSHIP

The diversity is throught of by many CEOs and business leaders to be a strategic property that provides important contribution including increased levels of creativity and innovation. Although many organizations have added more diversity to their workforce there have been increasing recognition that focusing on increasing diversity in organizations dones not ensure the potential benefits or the groups to influential positions in organizations. The efforts

from underrepresented groups to not guarantee that these individuals abilities are fully utilized or that their voice and perspectives are fully heard and incorporated in organizational decision in a advantageous manner. In many cases managers wonds they worked to acevie diversity when they do not ultimately see an improvement in the performance of their teams and might be prone to feel that they have let down individuals for whom they sought to provide opportunities.

CONCLUSION

The organizational become increasing diverse and leaders understand how to perform their roles in way that catogories of inclusive leadership behaviors which we devived by reviewing and extending the inclusion more generally for each inclusive leadership behavior category, we consider of all group members and the influencing directly as well as how inclsive leaders can create a contex in which members experience a sese of influension group members encouraging behaviors help to improving the work experience of all work group organization members and the effectiveness of their group organizations.

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