



TINY HABITS® FOR INCLUSIVE LEADERS SMALL CHANGES THAT MAKE A BIG IMPACT

In the twenty-first century, organisations need their leaders to cultivate curiosity, flexibility and an openness to new ways of thinking, doing and being. An uncertain future requires that we challenge the status quo, explore new ideas and embrace difference.

However, no matter our conscious beliefs, the unconscious biases that all too often govern our decisions, perceptions and actions are fond of the status quo, balk at ideas that contradict our existing beliefs and take a sceptical view of those we see as different. As Joe Gerstandt puts it, when it comes to difference:

“If we do not intentionally, deliberately and proactively include, we will inadvertently exclude.”

Fortunately, small behavioural changes can have a big impact when it comes to inclusion and innovation. Unfortunately, human beings generally find it hard to make changes for the better, and even harder to sustain those changes. No matter how deeply felt the desire to change – to be more open, less judgemental, more inclusive – our attempts to improve are often characterised by a burst of improvement, followed by a dispiriting return to the baseline.

And the contemporary workplace – an environment in which attention is usually in short supply and cognitive overwhelm is the norm – serves only to exacerbate the challenge of making positive, sustainable changes.

Which is why our Tiny Habits® for Inclusive Leaders Program has such a big impact.

What are Tiny Habits®?

The Tiny Habits methodology was developed by BJ Fogg, Director of the Behavior Design Lab at Stanford University. BJ's research demonstrates that only three things will change behaviour for the long term:

- Having an epiphany
- Changing your environment (what surrounds you)
- Taking baby steps.

Option A is unreliable - generating an epiphany is difficult. Option B can work wonders, but is often beyond our control. Fortunately, Option C offers a simple, practical way to develop behaviour change skills that can be applied to almost any domain of life and work.

Once people learn how to create Tiny Habits, they quickly begin to appreciate the power of baby steps. And, because Tiny Habits focus on helping participants feel good about their successes, they create an upward spiral of positive behaviour.

What's involved?

Our Tiny Habits® for Inclusive Leaders Program brings together our expertise in cultivating inclusive cultures and the super-power of habit building. The Program comprises three elements:

- FULL DAY WORKSHOP: PLANT THE SEEDS OF YOUR TINY HABITS**
 - **Understand how the human brain responds to difference:** habits to respond to difference with respectful curiosity
 - **Recognise and safeguard against bias:** habits to mitigate the impact of conscious and unconscious biases, and improve decision-making, relationships and innovation
 - **Cultivate belonging:** habits to create a sense of shared purpose and belonging
 - **Celebrate uniqueness:** habits to recognise, draw out and value different skills, perspectives, experiences and identities.
- 3 WEEKS IN THE TINY HABITS ONLINE 'GREENHOUSE': HELP YOUR TINY HABITS TAKE ROOT**
 - Daily personalised emails delivered to participants' inboxes through the Tiny Habits online 'Greenhouse' platform
 - An online coaching forum in which participants can communicate directly with their peers and the facilitator.
- 3X1.5-HOUR ONLINE GROUP SESSIONS: GET YOUR TINY HABITS FLOURISHING**
 - Take a deeper dive into the models and methods of developing – and sustaining – an inclusive approach to leadership
 - Troubleshoot, refine their Tiny Habit recipes and untangle unhelpful habits
 - Reflect on their progress, share successes and learn from their peers.

By the Program's conclusion, participants are practicing the daily behaviours that cultivate inclusion, and their organisations are seeing *measurable results in engagement and innovation*.

Tiny Habits® for Inclusive Leadership can also be delivered as a half-day Introductory Workshop.



WANT TO LEARN MORE?

www.leedconsulting.com.au/tinyhabits