

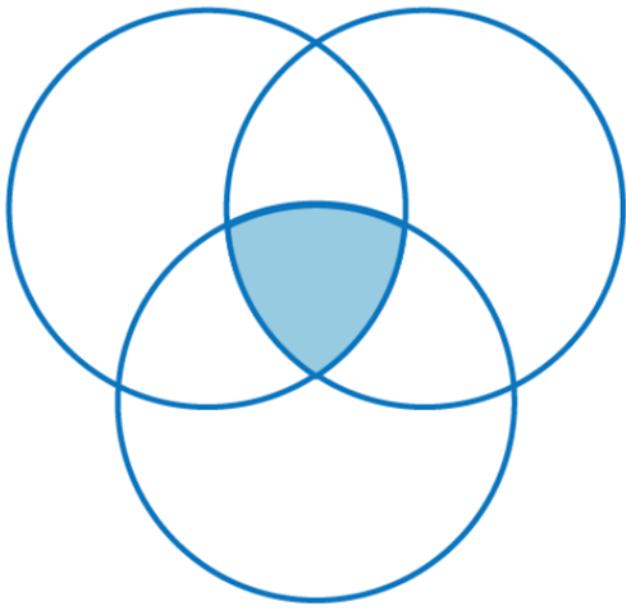


EVE VLEMINCX

CRACK THE CODE TO INNOVATE

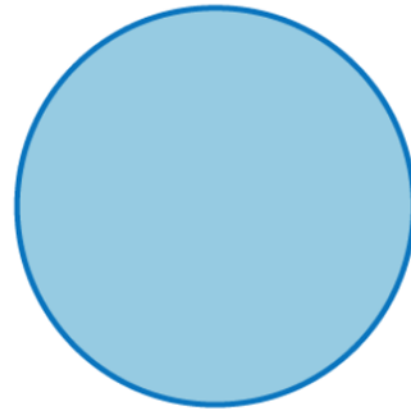
Simont Braun - May 24, 2023





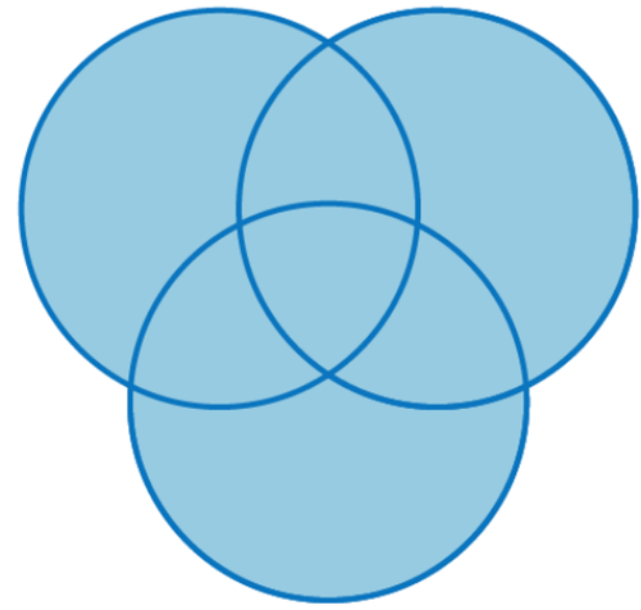
Diverse teams

A diverse store of knowledge is partly shared.



Homogenous teams

A common store of knowledge is fully shared.



Inclusive teams

A diverse store of knowledge is fully shared.

Key messages



Inclusion



Relevant for everybody



Crucial to innovate



Eve Vlemincx

Describe what you can bring to this company?

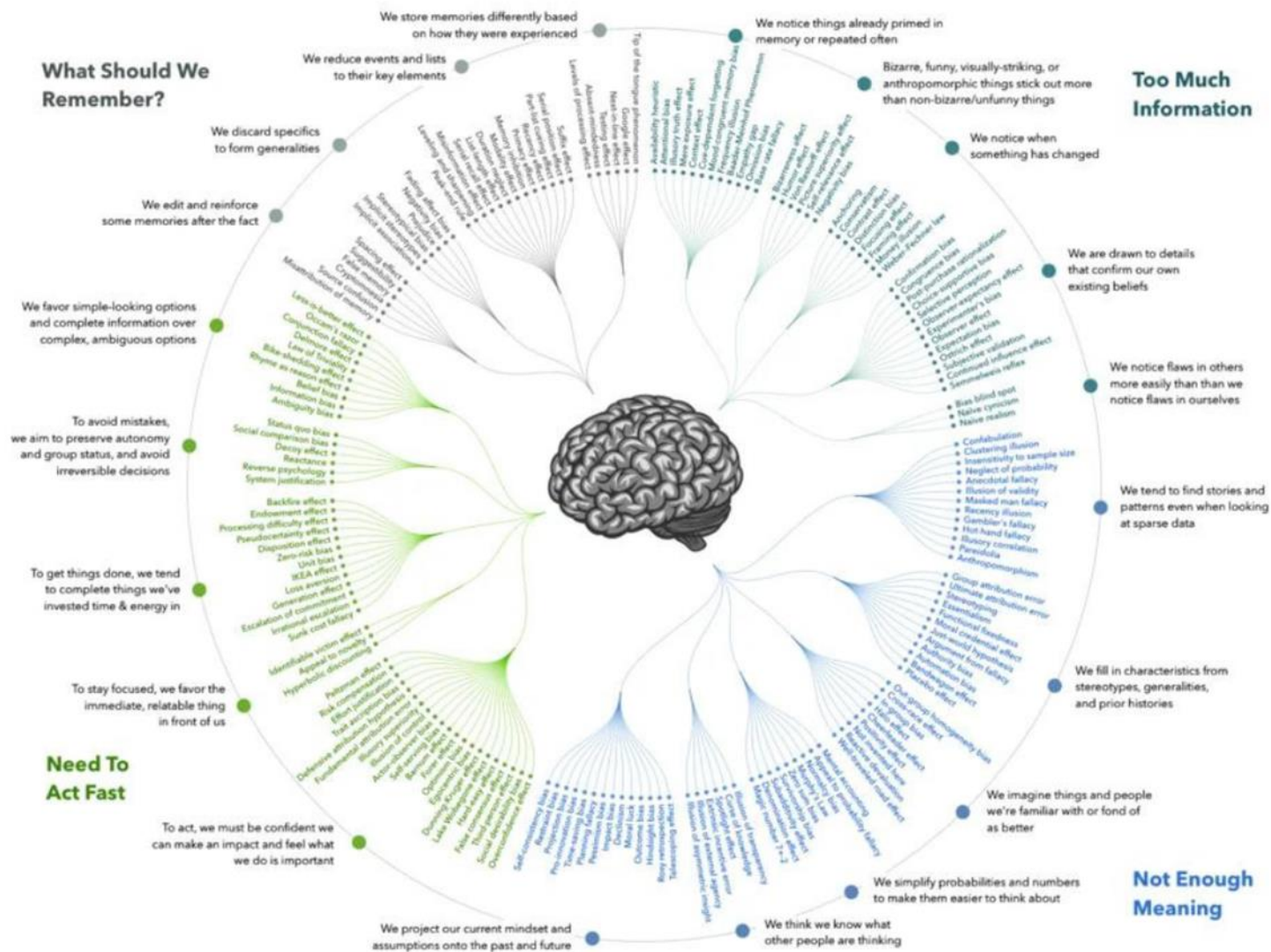


Who fits the box?



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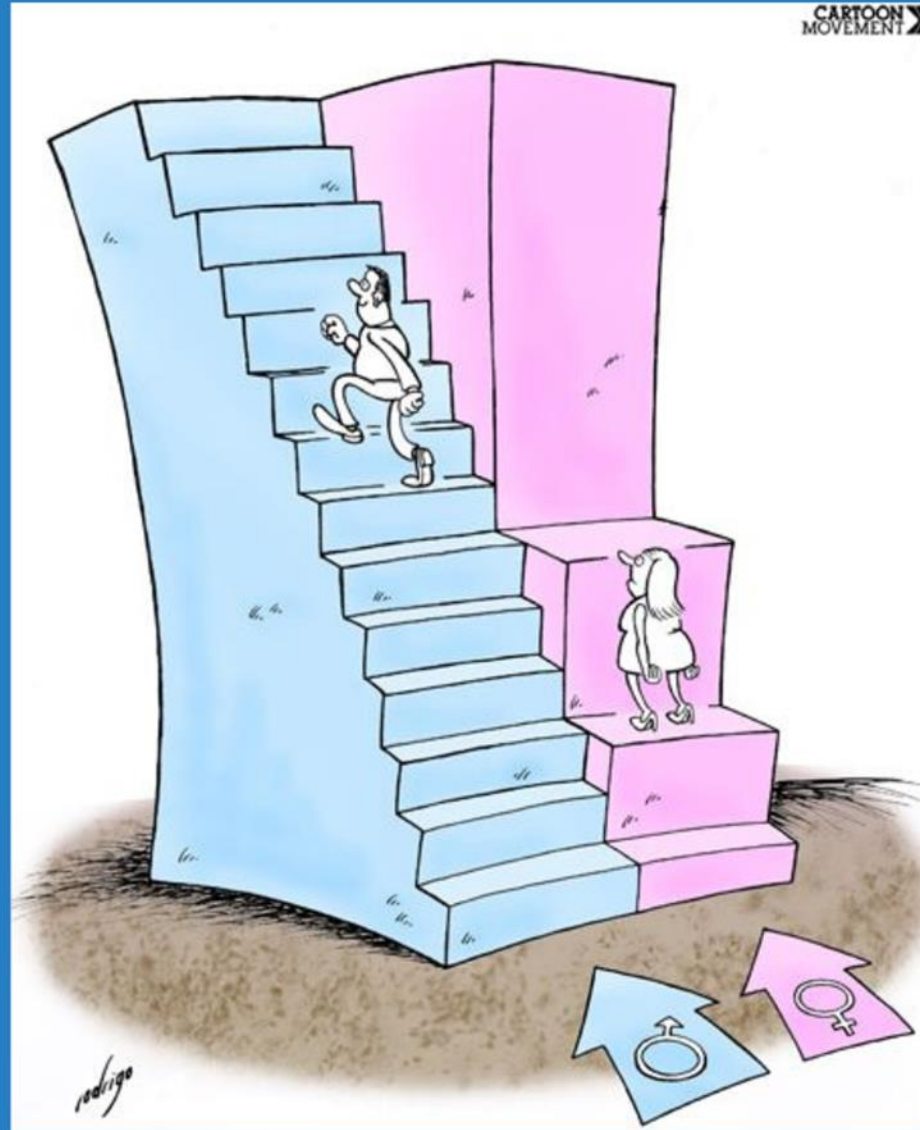
Cognitive Bias Codex

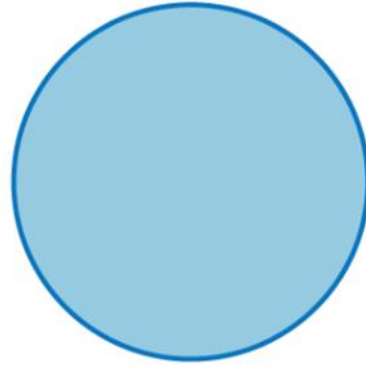


**“ Biases are
the stories
we make up
about people
before we
truly know
them ”**

Vernā Myers

Bias of higher bar



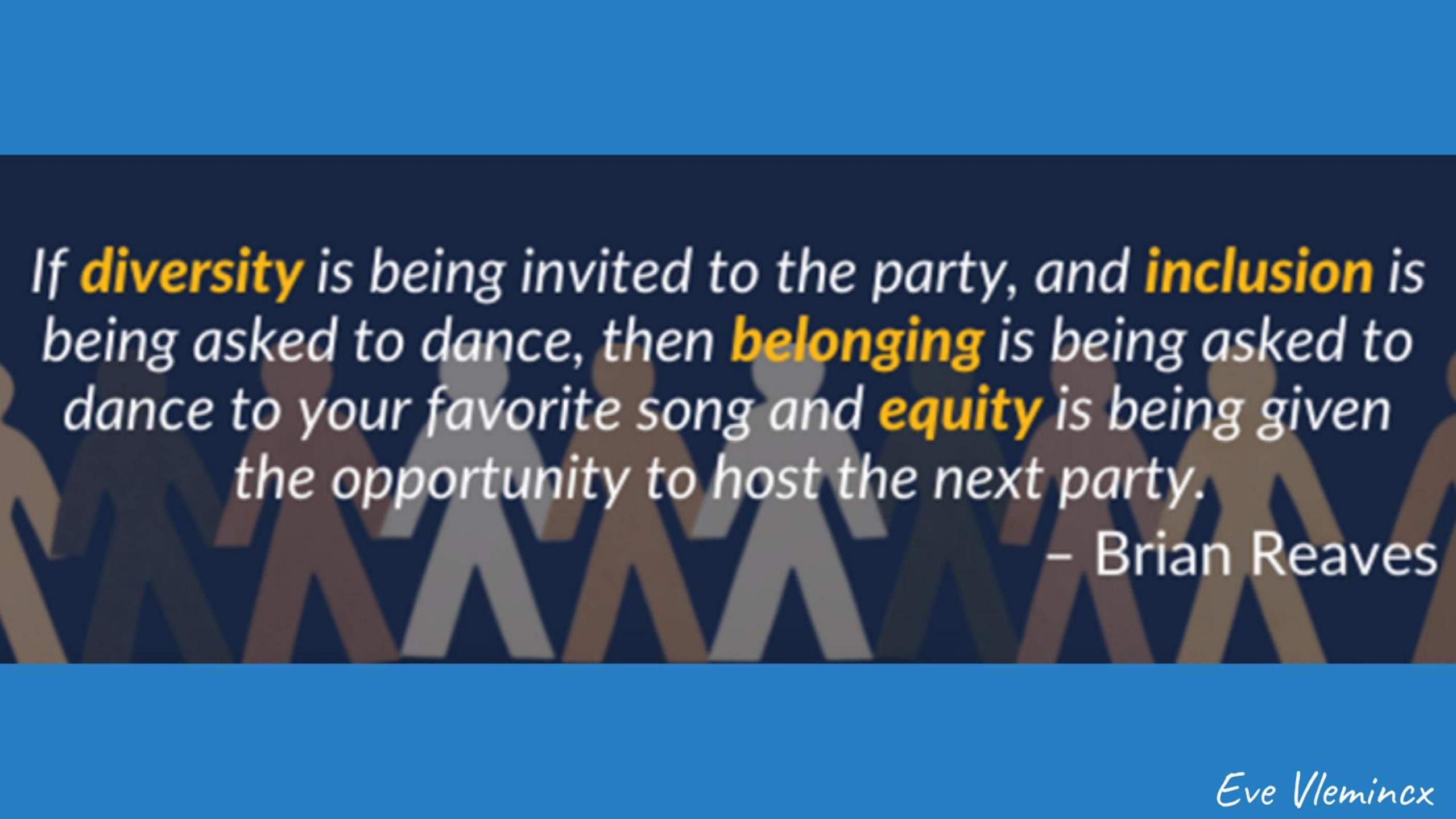


Homogenous teams

A common store
of knowledge
is fully shared.



"Today's theme is
'Getting Beyond Group Think.'"



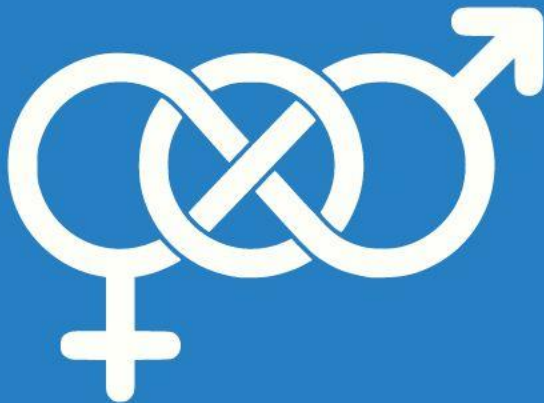
If **diversity** is being invited to the party, and **inclusion** is being asked to dance, then **belonging** is being asked to dance to your favorite song and **equity** is being given the opportunity to host the next party.

– Brian Reaves

Diversity

=

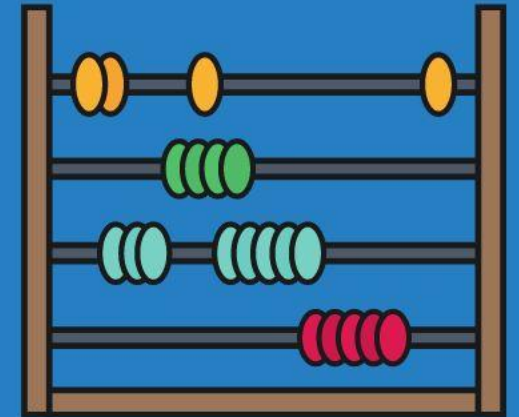
Gender



Ethnicity

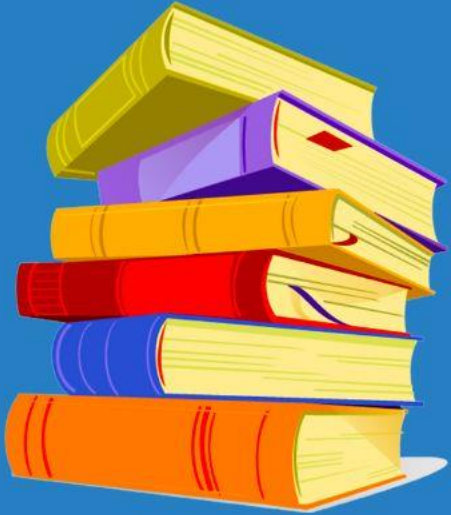


Quota

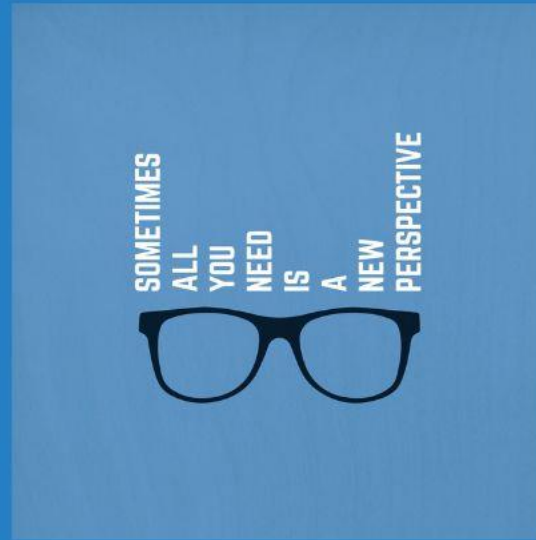


Deep diversity: Diversity is also...

Knowledge



Perspective



Background



Unique

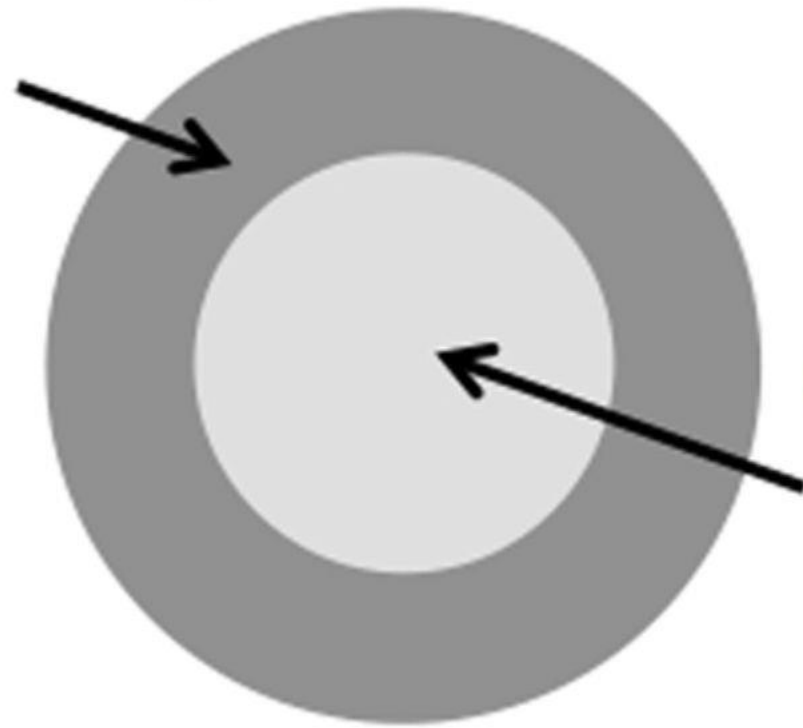


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Deep diversity

Surface-level diversity

- Gender
- Ethnicity
- Age



Deep-level diversity

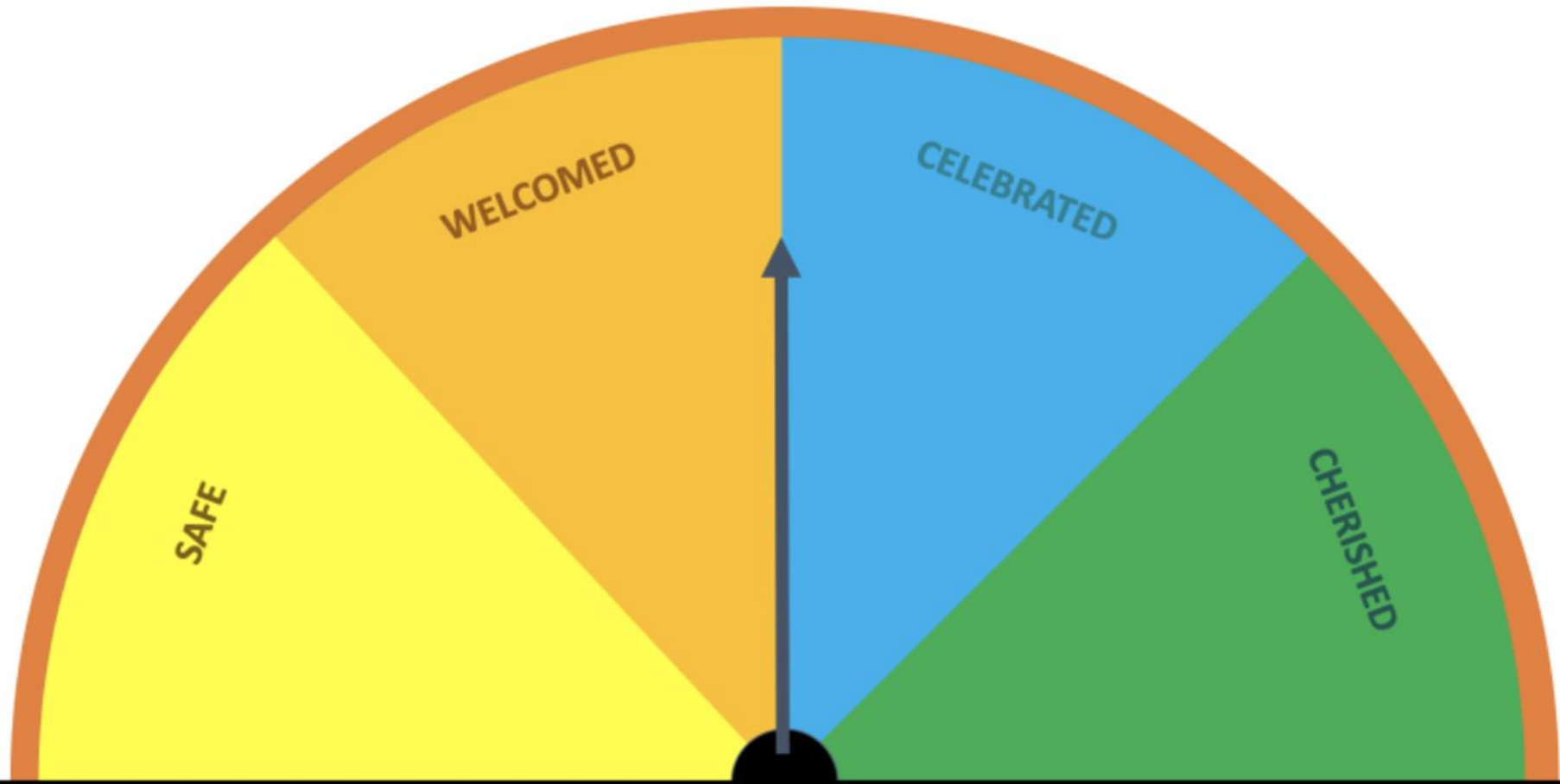
- Personality
- Values
- Attitudes

Inclusion is?

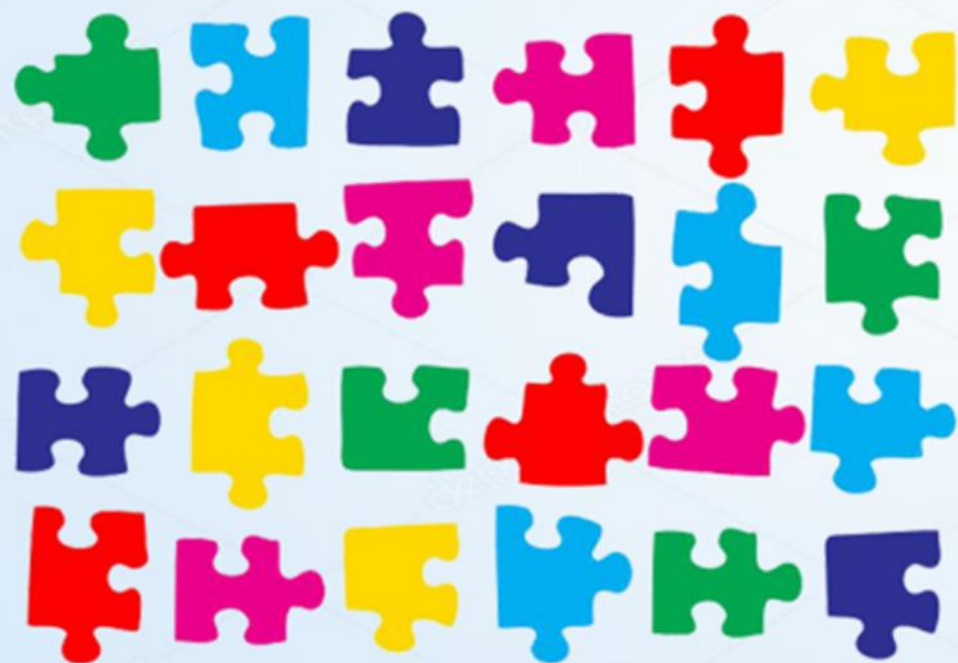
- diverse are part of it
- ~~despite~~ thanks to
- ≠ = richness/value
- how we feel in a group



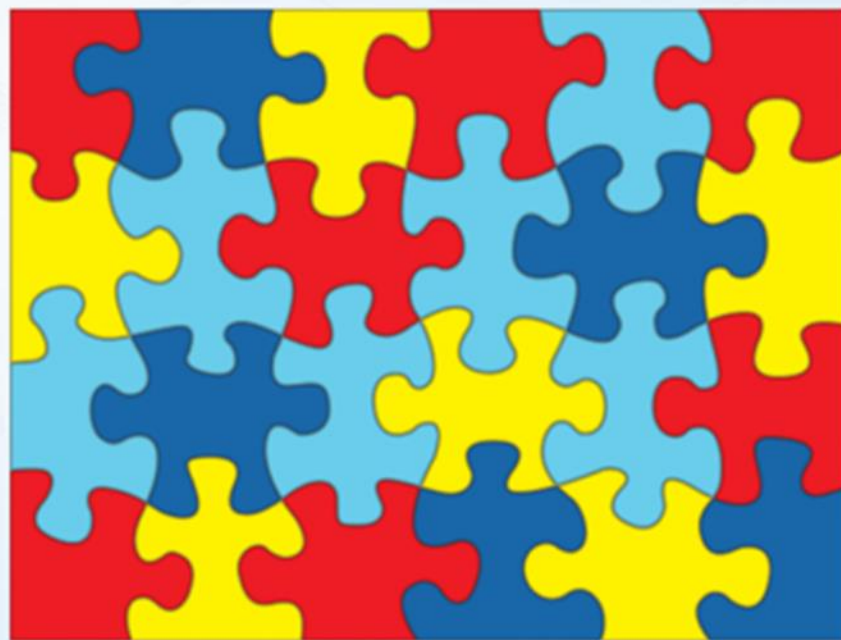
Figure 4-1. The Inclusion Dial



DIVERSITY



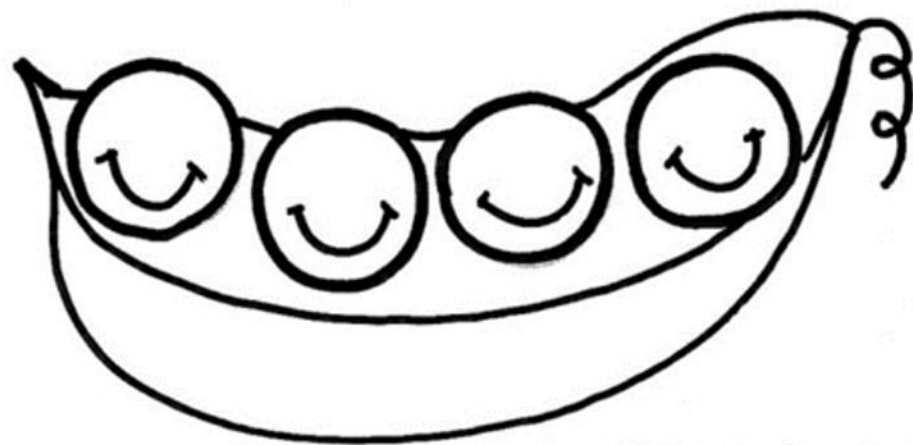
INCLUSION



FIT IN ?



BELONG?



©Konstant
Change

Eve Vlemincx



Ego



Eve Vlemincx

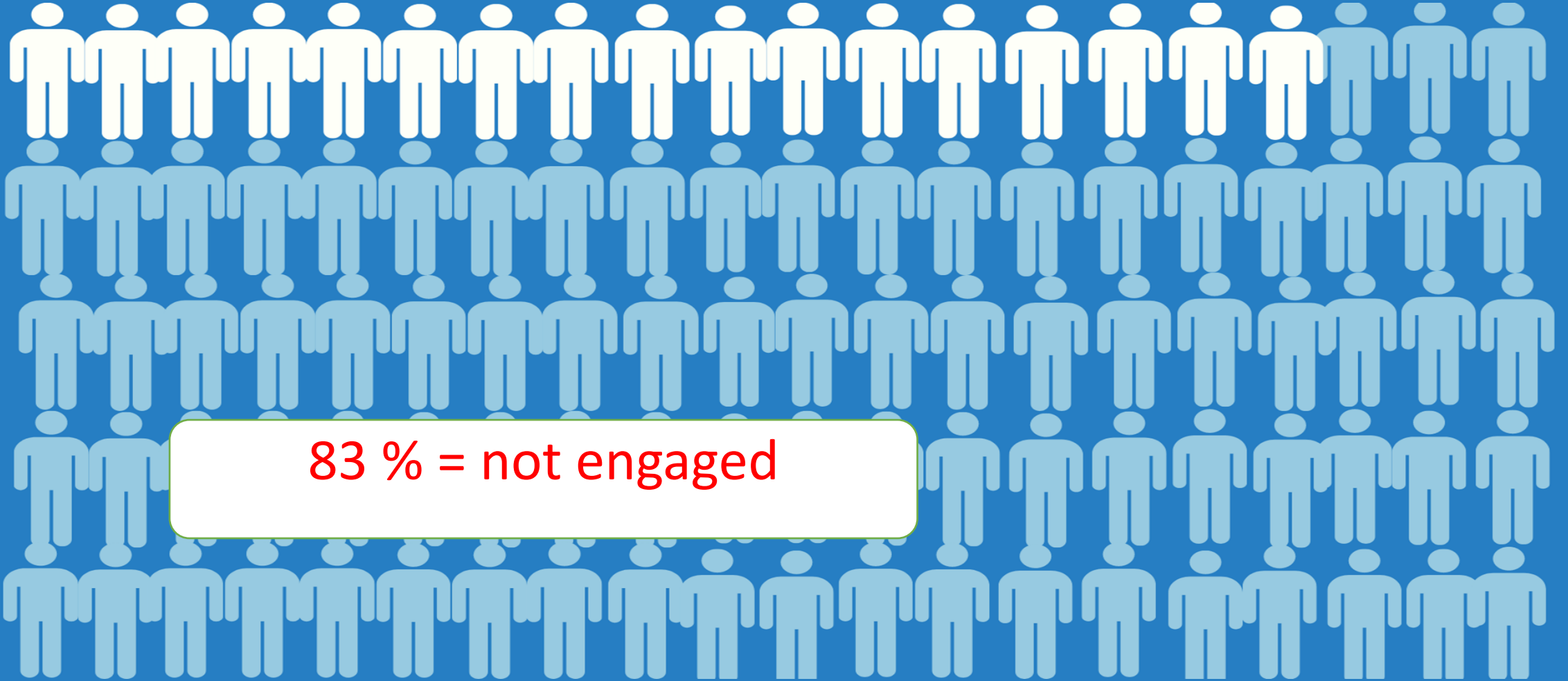
Homogenous team - groupthink



Groupthink is a phenomenon where people tend to confirm with group decisions to avoid feeling outcast, leading to errors in decision making.



17 % associates/employees = engaged



Burn out - Bore out



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17 % engaged? Burn out? Bore out?

~~Gender issue?~~

~~Ethnic minority issue?~~



Human issue.



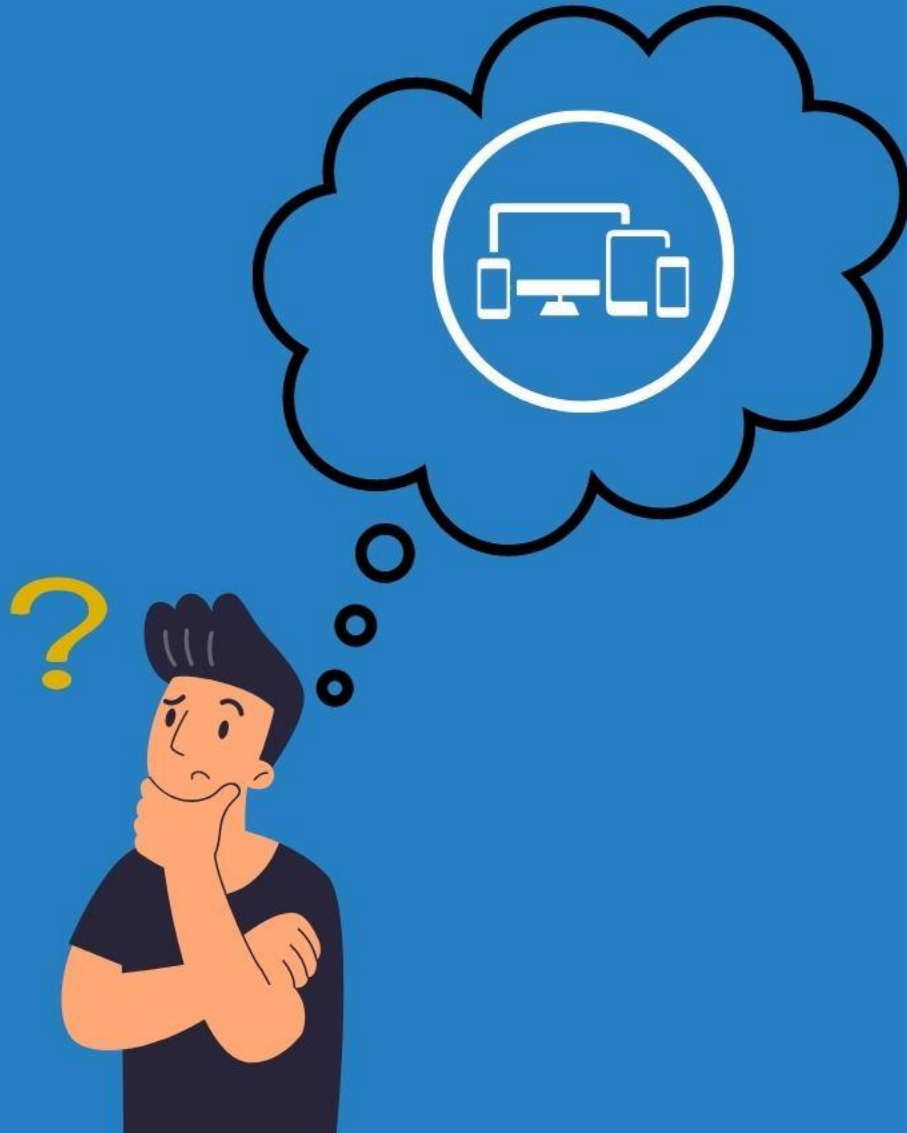
Belonging

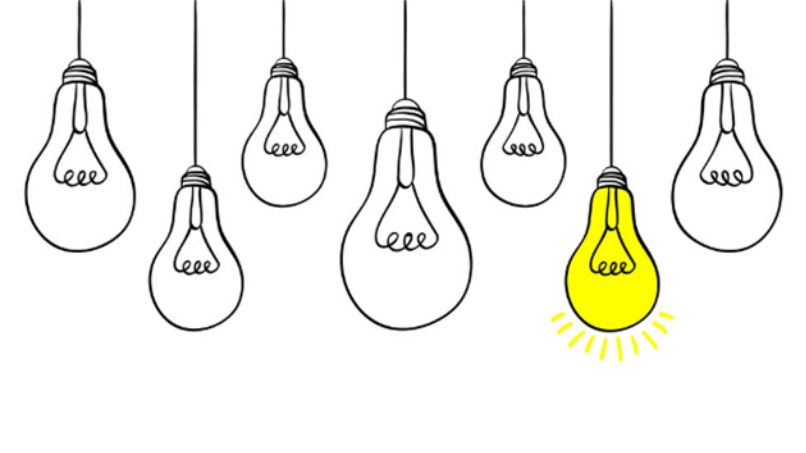
Meaning

"In the absense of belonging,
there is always suffering."

- Brené Brown

Innovation?





Innovate =
Doing different things
and
Doing things differently

Innovation?

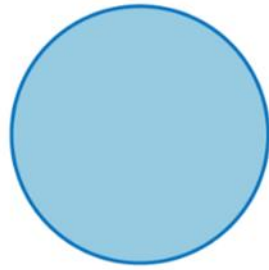
diversity
(talent/
knowledge)



psychological safety

Innovation with homogenous teams?

~~diverse talent~~



**Homogenous
teams**

A common store
of knowledge
is fully shared.

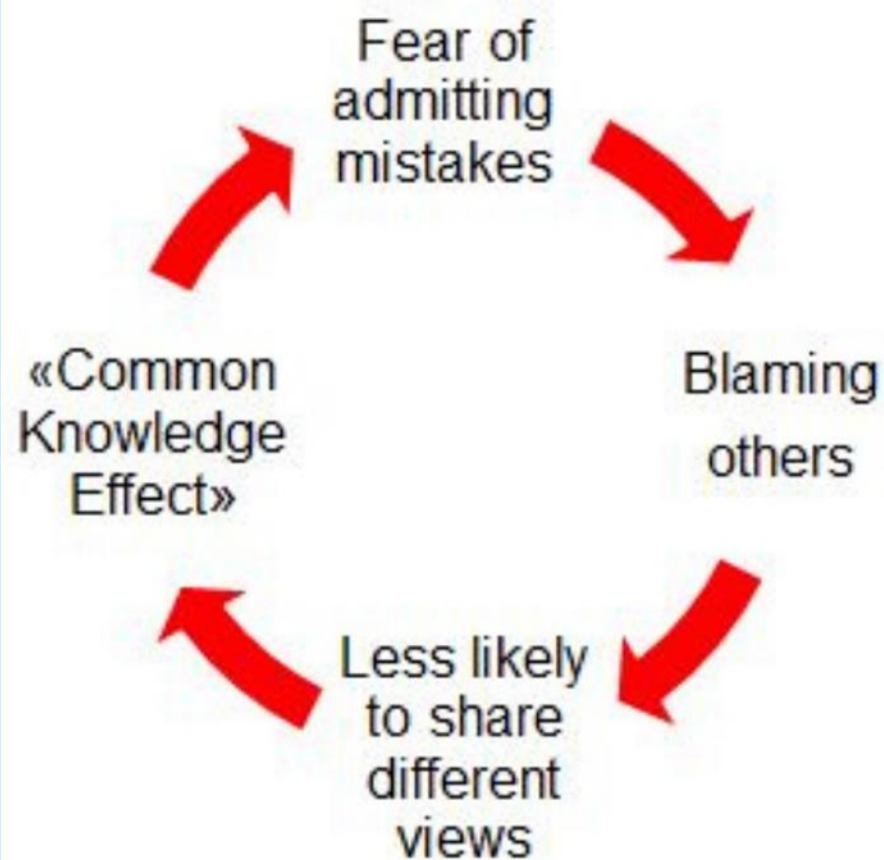
Frances Frei
2020

~~psychological safety~~

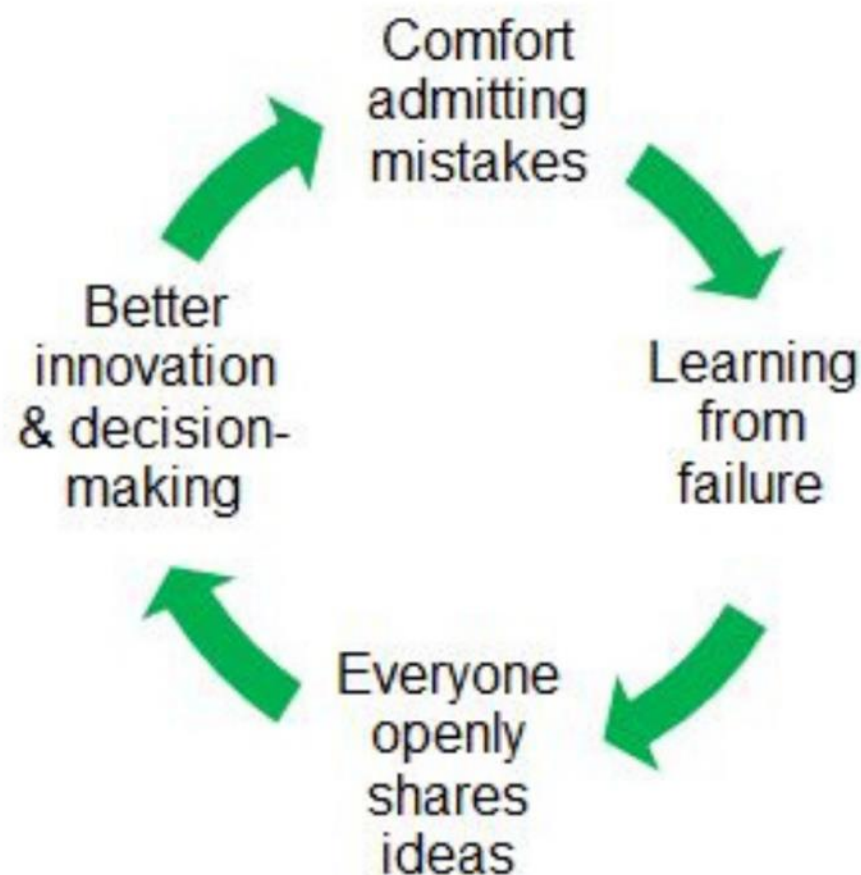


Eve Vlemincx

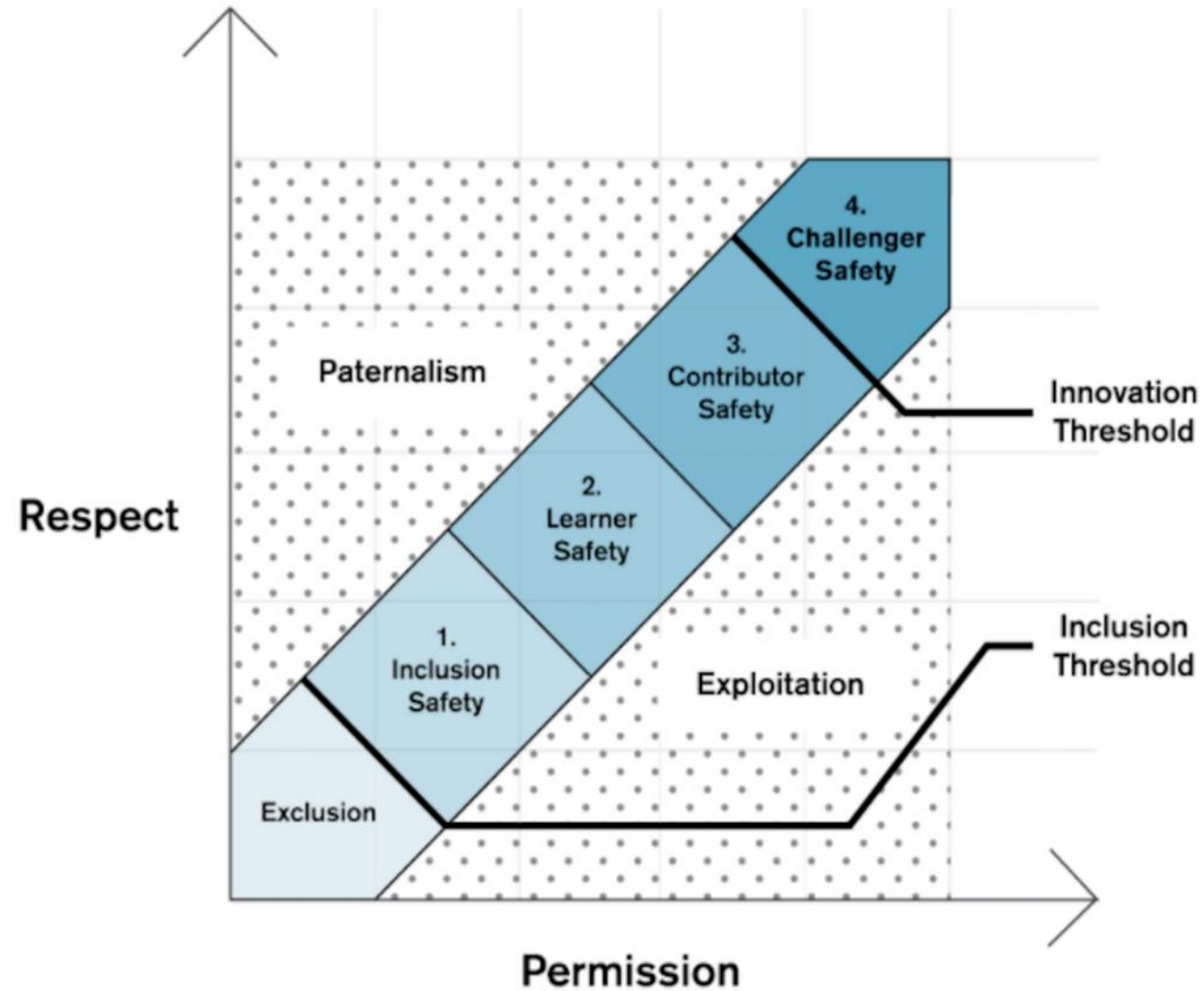
Psychological Danger



Psychological Safety

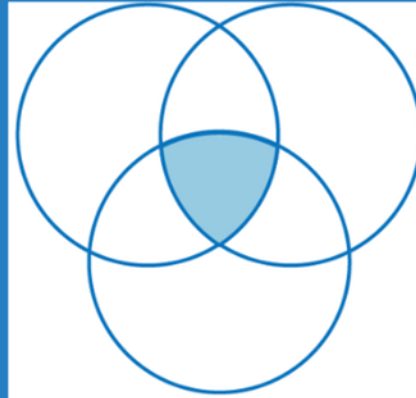
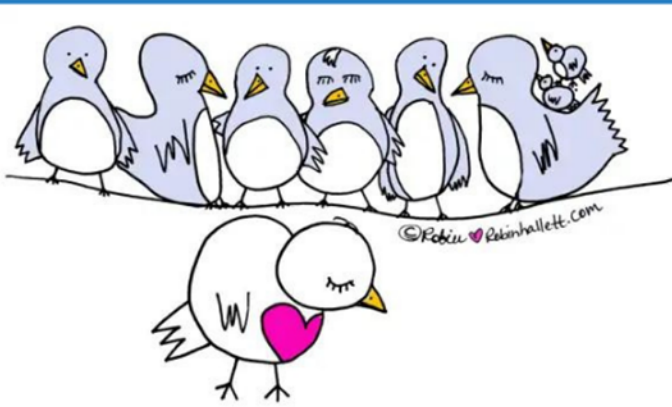


The 4 Stages of Psychological Safety



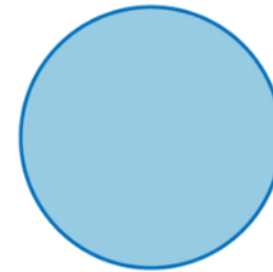
Innovation with diverse teams?

diverse talent
knowledge



Diverse teams

A diverse store of knowledge is partly shared.



Homogenous teams

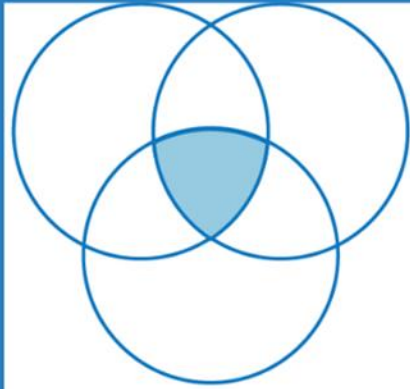
A common store of knowledge is fully shared.

From: "Begin with Trust," by Frances Frei and Anne Morriss, May-June 2020

~~psychological safety~~

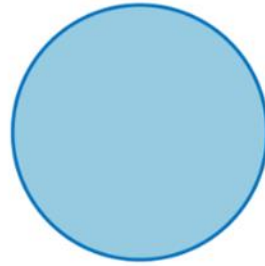
Innovation with inclusion?

divers
talent
knowledge



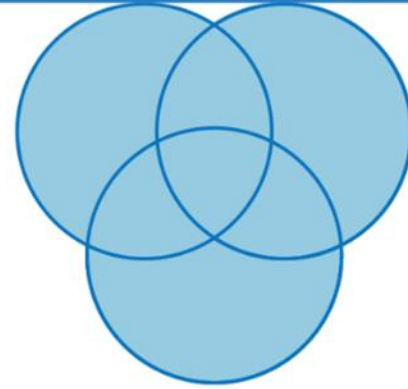
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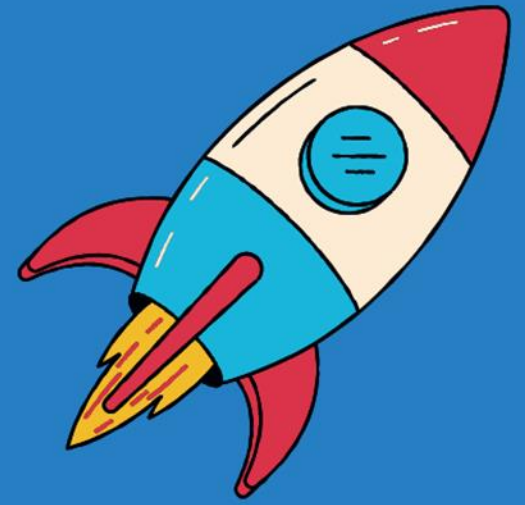
HBR

psychological safety

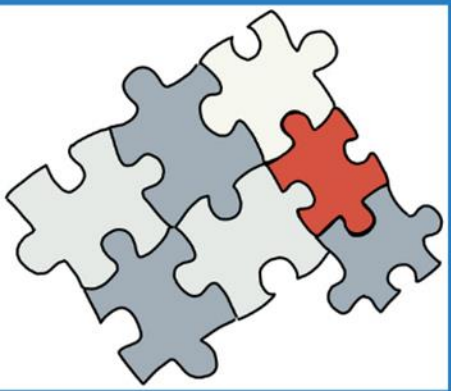


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The most basic feeling is like you belong.
If we all belong we can fly together.



Now what?



Involve others / Objective criteria /
Ask the right questions



Redefine succes

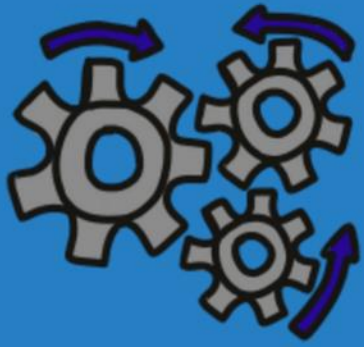


Speak up

Speak up!

**When we change the dialogue,
We can change the world.**

Eve Vlemincx



Work smarter, Not Harder

Thank you!

Eve Vlemincx



Eve Vlemincx