

INCLUSIVE HEROES

Building Transformational Cultures of Belonging

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**AS LONG AS WE ARE ALIVE:
LET'S MAKE IT COUNT**



#InclusionMeans:

SHARE:

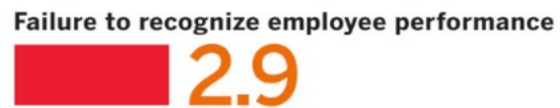
**One word that describes what a
SENSE OF COMMUNITY means
to YOU**



Top Predictors of Attrition During the Great Resignation

The authors analyzed the impact of more than 170 cultural topics on employee attrition in Culture 500 companies from April through September 2021. These five topics were the leading predictors of attrition. Each bar indicates the level of importance of each topic for attrition relative to employee compensation. A toxic culture is 10.4 times more likely to contribute to attrition than compensation.

← Importance relative to compensation →



MIT Sloan Management Review

Toxic Culture Is Driving the Great Resignation

TOXIC WORKPLACES COST

\$23.8
BILLION

in the form of absenteeism,
health care costs,
lost productivity, and more.

UNC Keenan-Flagler Business School



ACCESS





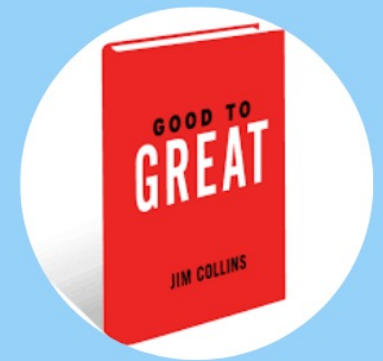
umility

ANAVAH

The Triumph of Humility

What catapults a company from merely good to truly great? A five-year research project (1435 Companies) searched for the answer to that question, and its discoveries ought to change the way we think about leadership. The most powerfully transformative executives possess a paradoxical mixture of personal humility and professional will.

— Jim Collins, Author of Good to Great: Why Some Companies Make the Leap and Others Don't



WHEN WAS THE LAST TIME YOU WERE

Vulnerable?

Miguelito's Principles

- 1 Bring Substance and depth to every interaction.
- 2 NEVER over-promise & Under-deliver
- 3 Before every meeting/event do RESEARCH - Build the Case
- 4 Focus on the BIG Picture
- 5 Follow up aggressively
- 6 Be Consistent
- 7 Be Reliable - Do what you said you were going to do
- 8 Keep sh!t REAL - Don't inflate stuff
- 9 Control Nervous Energy - Overwhelm will not be part of your emotions
- 10 Stop sounding like a lightbulb with a mouth
- 11 Focus on Execution
- 12 Add substance to your HEART/Passion/Energy
- 13 You have the capacity to do many different things, not everybody is like that - DO NOT overwhelm people with all your stuff
- 14 Don't talk about personal business at work.
- 15 Get surrounded by smarter people, dreamers and doers
- 16 Shut the fu@\$ up & Focus on DOING

Feedback is a

GIFT



Empowerment

Empowerment Takes Courage...

The Audacity to:





Results-Driven Responsibility

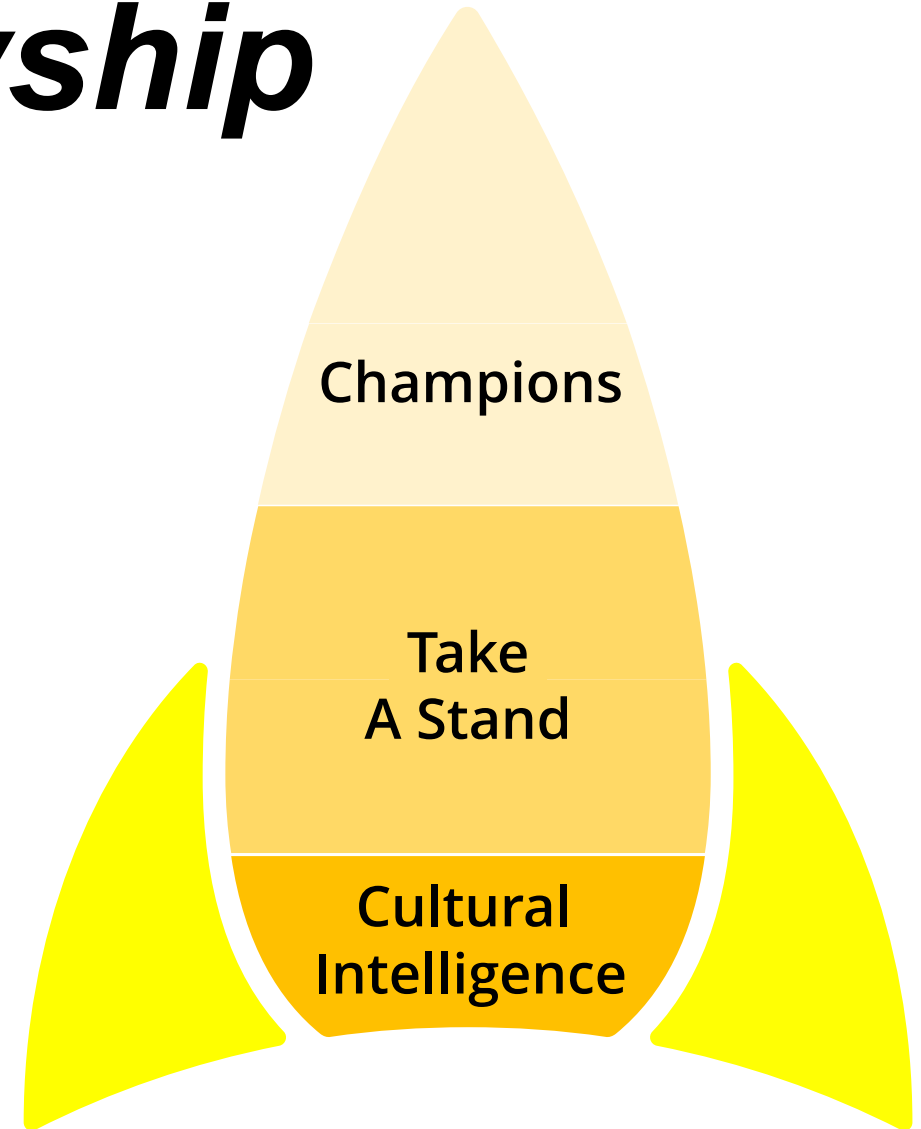
Results-Driven Allyship

Two Janitors, Two Different Careers



Marta Ramos, Janitor
@ Apple

Gail Evans,
Former Janitor @
Kodak



Discuss with a Partner



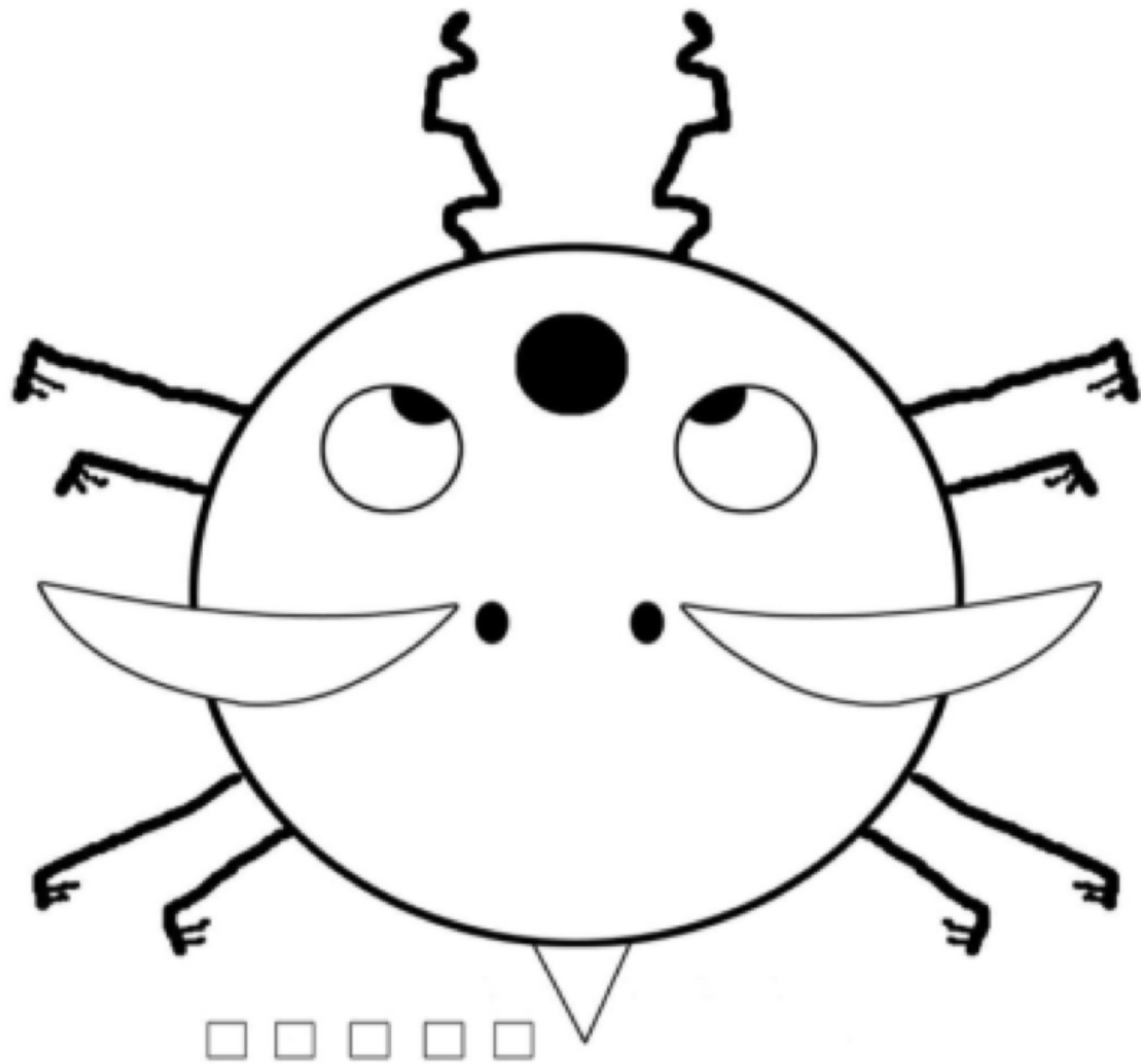
- 1- Share a story about an inclusive leader that had a positive influence in your life/career.
- 2- What actions can you take to show up as an inclusive leader, ally, and advocate?



InclusiveHEROES



DRAWING TIME!



Humility

Empowerment

Responsibility

Openness



The
DNA of
Inclusive
HEROES

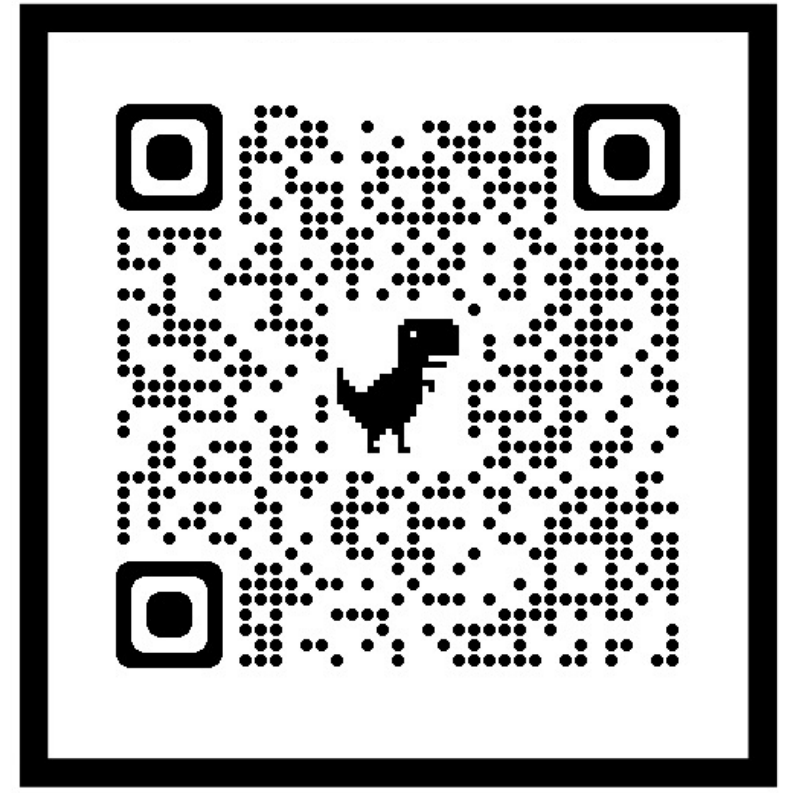




LISTEN



CONNECT



ACCESS

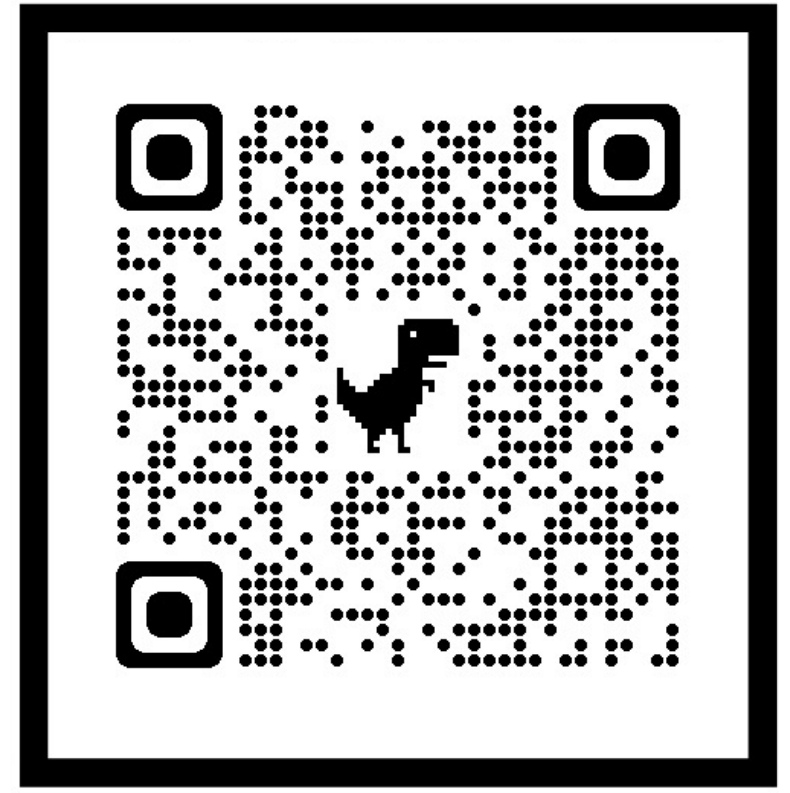
LOVE
BIAS



LISTEN



CONNECT



ACCESS