



LEGAL LEADERSHIP®
INSTITUTE

Minding Your Business: How Belonging Matters



LEADERSHIP DEVELOPMENT FOR FORWARD-

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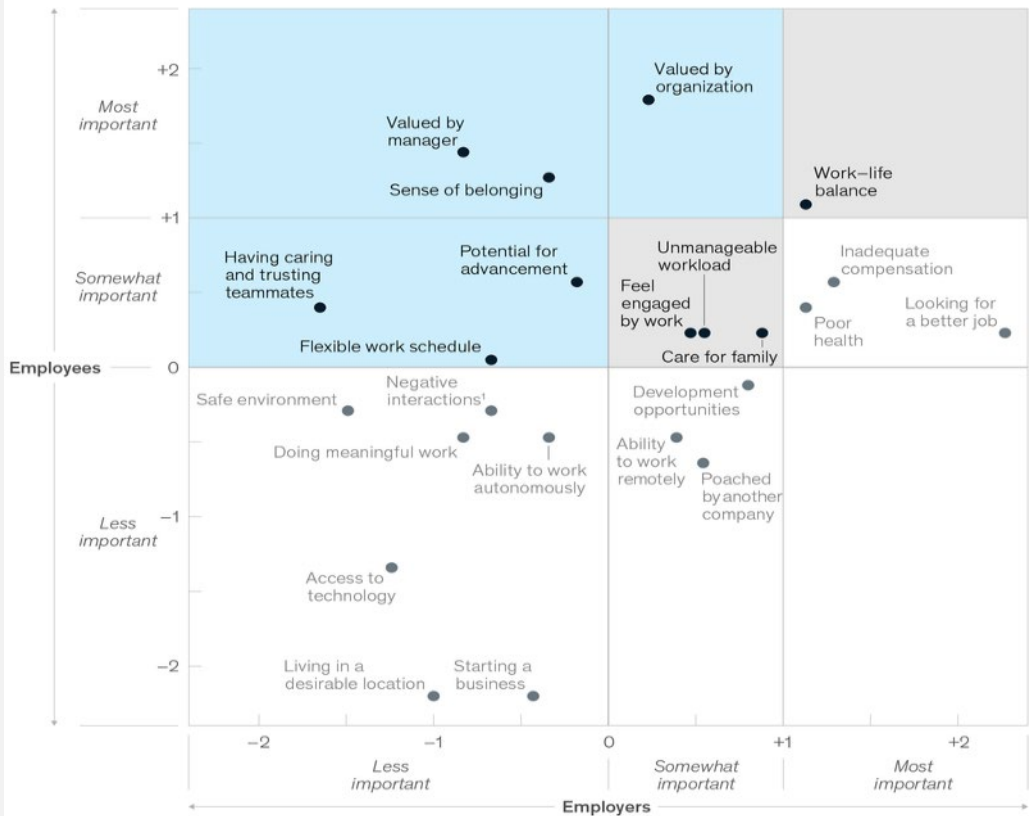
Nouns and Verbs

- Diversity – the difference
- Inclusion – invitation to the dance
- Belonging – from head to heart (*being* different isn't the same as *feeling* different)

► **Employers seem to overlook the relational elements** that are key drivers for why employees are leaving, such as lack of belonging or feeling valued at work.

More important to employees than employers appreciate

As important to employees as employers think

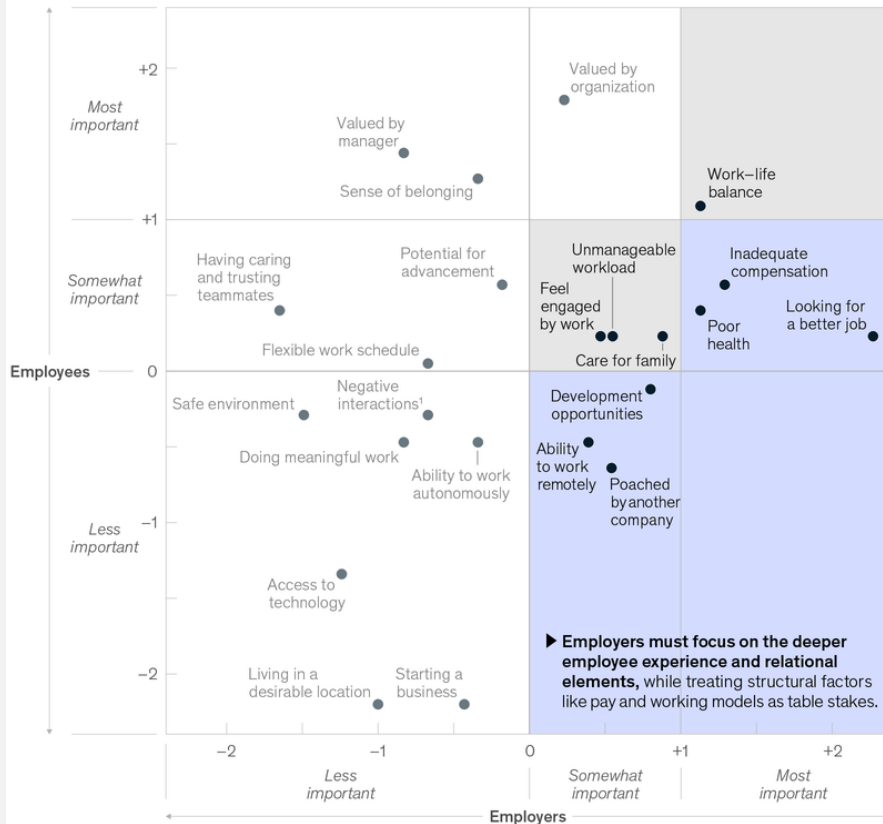


Note: Standardized scores are reported for both employee and employer perspectives. Employees were asked to respond to the following question: To what extent did the following factors impact your decision to leave your last job? (Not at all, slightly, moderately, very much, extremely); employers were asked to respond to the following question: Why do you think employees are choosing to leave your organization now? (select all that apply)
¹Includes clients, customers, patients, and students.

► Instead, employers overindex on structural factors, which are not primary drivers. These include external factors (such as workers job-hunting) and structural aspects (compensation, for example).

Less important to employees than employers think

As important to employees as employers think



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What is *Belonging*?

Deloitte study (1300 people):

- 80%
- 40%
- 71%



IAT

- Implicit Association Test
 - Strength of Associations
 - Concepts
 - Evaluations
 - Stereotypes
- <https://implicit.harvard.edu/implicit/takeatest.html>

What is *Belonging*?

Safety

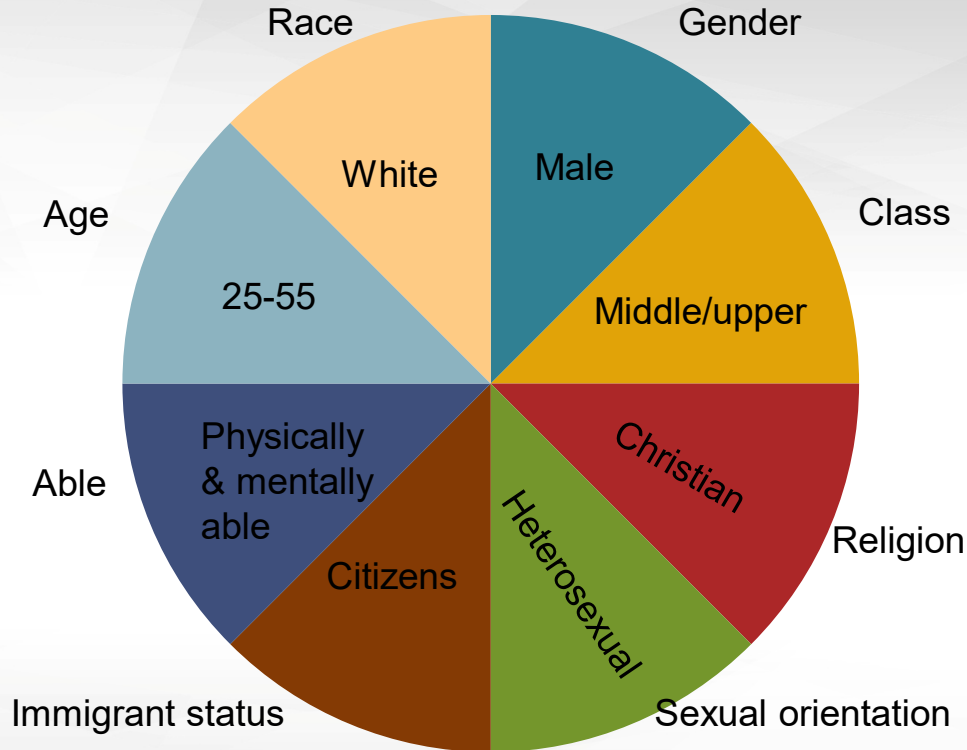
Being able to share your story



Privilege

- Unearned advantages
- We all have both earned and unearned advantages
- Some people have to work harder to experience things we take for granted
- Protects from hostility, distress, violence, or having your experiences invalidated

What ways do you have privilege?



DIBs

- Change
- Commitment
- Courage
- Collaboration
- Cultural Intelligence
- Curiosity
- Confidence

Contagious



Reflection Questions

- How will this make me better?
- How will I use this to help other people?
- What action will I take to improve my situation?

Meet Judy



Judy Hisson is the President of Nesso Strategies

A former law firm Chief Operating Officer, she helps firms become more profitable by advising leaders in strategic and leadership development challenges. Her mission is “world domination for Good®.” By creating actionable, lightbulb moments that leaders want to share and spread, she intends to improve the world one person at a time. When she’s not speaking, training and consulting, Judy teaches quarterly online workshops and facilitates Leaders Lab, a monthly video conference that enables small groups of leaders to brainstorm strategies and solutions to work through common issues that keep firms stuck.



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