

Human Capital Institute: Build an Inclusive Culture

# Inclusive Leaders

# Building a Nucleus for Change

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Create world-  
changing  
technology that  
enriches the  
lives of every  
person on earth



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# Leading in the future means living up to our purpose

## Responsible

Revolutionize how technology will improve health and safety

## Inclusive

Make technology fully inclusive and expand digital readiness

## Sustainable

Achieve carbon neutral computing to address climate change

## Enabling

Accelerate the ways we enable progress through our technology and the expertise and passion of our employees

We are harnessing the breadth and scale of our reach, through people and partners, to have a positive effect on business, society, and the planet.

# Our DEI Journey and Focus Areas

Be a business growth catalyst and a leading corporate citizen by delivering diversity, equity, inclusion and global impact solutions.

**Inclusive Leadership and Accountability**

**2030 RISE Strategy and Goals**

**Integration of DEI Processes and Systems**

**External Leadership and Impact**



**2**

**Years Early**

Reached full market representation in our U.S. workforce in 2018

**\$1**

**Billion**

Annually with diverse-owned suppliers

**100**

**Percent**

Gender pay equity across our global workforce

# Middle Managers Matter

Inclusive  
Leaders

Individual feelings of  
inclusion

**+70%**

Increase in experiences of  
fairness, respect, value,  
belonging, psychological  
safety and inspiration

Team performance

**+17%**

Increase in team performance

**+20%**

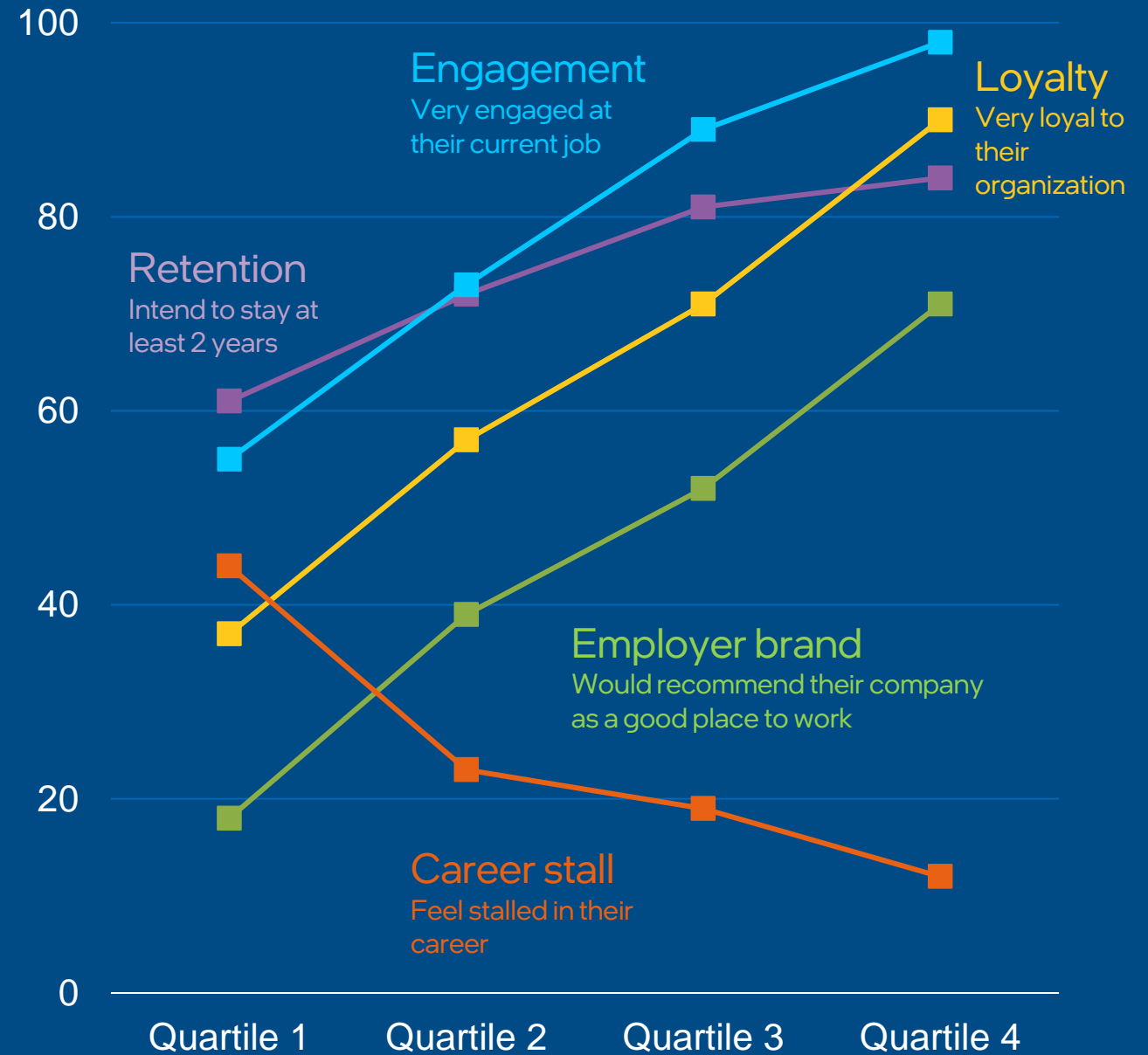
increase in decision making  
quality

**+29%**

Increase in team collaboration

# Belonging as a differentiator

- Higher engagement
- Improved retention
- Stronger loyalty





# Baseline on the Challenges

Unconscious  
bias

Higher exit  
rate

Physical  
isolation

# Baseline on the Challenges







## Engage the Majority



# The 5 stages of Inclusive Leadership

Influencing

Activating

Practicing

Engaging

Disengaging

# Inclusive Leadership Skills

Transform the way you  
lead inclusively

Equip colleagues to  
progress

Respect individuality  
and build belonging

Own your story

Listening to build trust

Seek feedback  
courageously

Inclusive Leaders Foundations



# Engagement Model



# Impact



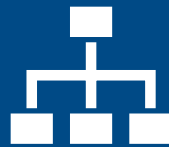
**1,000**

Global Peer Group  
Participants



**>200**

Facilitators



**13**

Global Exec  
Advocates



**1,400**

Global Workshop  
Participants



**29**

Inclusion Coaches

**79%**

Positive impact  
on team

**96%**

Valuable use of  
time

**98%**

Practice/reflect  
on inclusion

**93%**

Deepened  
inclusive  
leading skills

# Measuring Belonging

Se  
Seen

Co  
Connected

Pr  
Proud

Su  
Supported



# Tangible Actions

## Leaders

1. Embody the organization's values
2. Model inclusive leadership
3. Be transparent about values
4. Seek to connect with employees across the organization
5. Share personal stories

## Managers

1. Praise my work
2. Provide regular, honest feedback
3. Respond to my concerns
4. Publicly credit me for my contributions
5. Empower team members to make decisions

## Peers

1. Respect my commitments outside work
2. Provide timely and honest feedback
3. Praise my work
4. Thank me for my work
5. Communicate openly and honestly about our working relationship



Driving D&I isn't rocket science.  
It's harder.

We are trying to do inside of our walls what  
society is trying to do outside.

Keep the Conversation Going: [@inclusionJo](#) [LinkedIn](#) [diversity@intel](#)

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