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Discussion

The leaders must take active role in the initiative of building inclusive collaborative workplace. The first step in this process is to educate the leaders such as managers about the need for creating such workplace. Leaders who are working on front line must be able to use their skills for interacting with them appropriately. This requires giving them training about responding to the workers such as when they engage in conflicting situation. The leader must always come with a solution. The next step is to develop inclusive council that will contain at least 12 leaders. The council will be responsible for arranging inclusive discussions with the team and employees about the projects. The council will set goals for the purpose of collaborative workplace (Harley-McClaskey, 2016).

The third step is to celebrate employee differences. This step will ensure employees that they are equal and not treated with any discrimination. This will be important for removing and discrimination on the basis of race, color or ethnicities. The fourth step is to listen to the employees. In this step the employees must be able to share their concerns with the leaders. In this process the leaders will listen to the workers and take feedbacks for making them feel they are part of the organization. Fifth step is holding more effective meetings. In this step the leaders are always motivated to organize meetings with the employees. In this process different views are shared about the projects, organizational goals and strategies for their intervention. Changes and policies are also discussed. Sixth step is communicating goals and measuring progress. The performance of employees is discussed and the leaders explain how far company has reached in terms of attaining its goals. New goals and initiatives are also shared with employees through interactive process.

Reference

Harley-McClaskey, D. (2016). *Developing Human Service Leaders .* Sage.