

Synchronous Leadership, Ethics & Bridging



**Resource Groups Podcast featuring
Justine Lutterodt
Hosted by Dr. Jonathan Ashong-Lamptey**

Who is
Justine Lutterodt?

Justine is a
Leadership Consultant &
Founder of the
Centre for Synchronous
Leadership

Justine has over
15 years experience
working as a
Management
Consultant

Justine works with
several initiatives like
UK Diversity Legal
Awards &
Workplace Gender
Equality Awards

Top 10 items covered

TOP TEN ITEMS COVERED

#1. The increasing
appetite for developing
Diversity & Inclusion in
the workplace

TOP TEN ITEMS COVERED

#2. Why
“Mindful Exclusion” is
important to leaders

TOP TEN ITEMS COVERED

#3. How Justine's
multicultural
experience influences
her work

TOP TEN ITEMS COVERED

#4. Why people who are different need to “bridge” in order to succeed

TOP TEN ITEMS COVERED

#5. The interesting language metaphor that Justine uses to explain diversity

TOP TEN ITEMS COVERED

#6. How mathematics
informs Justine's
professional approach

TOP TEN ITEMS COVERED

#7. The progress the legal sector has made in becoming more inclusive

#8. Why employee
resource groups can be
inherently exclusive

TOP TEN ITEMS COVERED

#9. The reason why
leading an employee
resource group tests
leadership skills

TOP TEN ITEMS COVERED

#10. The importance of ethics to Justine's career decisions

Top 10 takeaways

TOP TEN TAKEAWAYS

#1. Leaders must
become better at
Mindful Exclusion

TOP TEN TAKEAWAYS

#2. Strategy is often
about saying no

TOP TEN TAKEAWAYS

#3. People who are different must learn to bridge in order to be successful

TOP TEN TAKEAWAYS

#4. Celebrating success
allows individuals to see
what is possible

TOP TEN TAKEAWAYS

#5. People need to work on themselves while working with others

TOP TEN TAKEAWAYS

#6. Being an employee resource group leader tests leadership skills

TOP TEN TAKEAWAYS

#7. When employee resource groups go wrong, they set back the agenda

TOP TEN TAKEAWAYS

#8. The process of finding voice for minorities involves safety

TOP TEN TAKEAWAYS

#9. The UK Legal Profession is a leader for Diversity & Inclusion data collection

TOP TEN TAKEAWAYS

#10. Inclusion &
Exclusion when done
properly can look the
same

Top 3 Quotes

TOP THREE QUOTES

“People who are different have to bridge, if you want to be successful”

TOP THREE QUOTES

“A lot of the times, people don't know what's possible”

TOP THREE QUOTES

“Inclusion is great when it’s done well, exclusion is great when it’s done well, in fact when it’s done well they become the same thing”

Top 3 Action Items

TOP THREE ACTION ITEMS

#1. Where are your opportunities to “bridge” in the workplace?

TOP THREE ACTION ITEMS

#2. How can you
Mindfully Exclude in your
existing role?

TOP THREE ACTION ITEMS

#3. Where can you celebrate success to inspire others in your team?

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