

A goldfish is captured mid-jump, leaping from a small, round glass fishbowl on the left. The fish is positioned above a splash of water that has just exited the bowl. To the right is a larger, identical round glass fishbowl, which is currently empty. The background is a smooth, light blue gradient. The scene is set on a reflective surface, as the fishbowls and the splash are mirrored below them.

Courageous Leadership

**DeEtta Jones, DeEtta Jones and Associates
Boston Library Consortium Networking Day 2019
May 22, 2019**

DeEtta Jones



DeEtta Jones, Principal

DeEtta Jones is Founder and Principal of DeEtta Jones and Associates (DJA), a consulting firm that provides services to enhance workplace culture and performance. DeEtta has 25+ years of experience as management consultant, equity, diversity and inclusion educator, and organization development and training professional. She helped to design and launch thirteen leadership programs, the Multicultural Community Retreat, facilitated countless strategic planning and organizational culture consulting engagements, offers leadership and management trainings all over the world, and recently launched the Equity Toolkit™ and Implementation Playbook™.

Before launching DJA, DeEtta served as Director of the Office of Leadership and Management Services and Director of Diversity Initiatives at the Association of Research Libraries. Previous experience also includes Director of Human Rights, Advocacy and Education for the City of Fort Collins, CO, and Coordinator of Multicultural Training and Education at Colorado State University. She has taught courses on leadership and EDI at Colorado State University and for the MLIS Program at The Catholic University of America.


DeEtta has an MBA from The Johns Hopkins University, an MS in Student Affairs and a BS in Psychology from Colorado State University and attended the MLIS Program at The Catholic University of America.

DeEtta Jones

DeEtta



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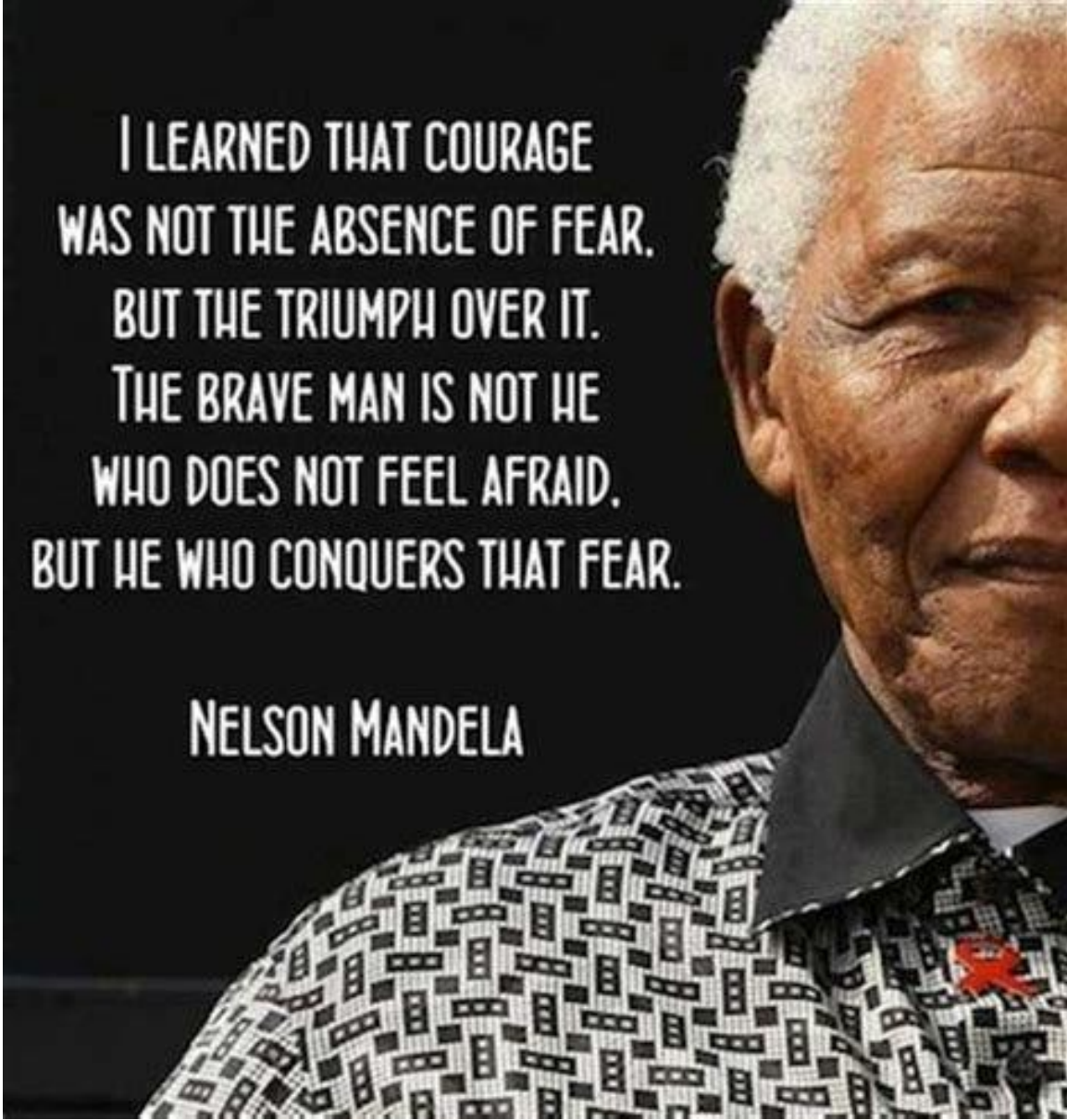


**Be emotionally intelligent
and culturally competent.**

Consistently

DeEtta Jones

What does courageous leadership
look like in action?

A close-up portrait of Nelson Mandela, showing his face and shoulder. He is wearing a patterned shirt with a red flower pinned to it. The background is dark.

I LEARNED THAT COURAGE
WAS NOT THE ABSENCE OF FEAR,
BUT THE TRIUMPH OVER IT.
THE BRAVE MAN IS NOT HE
WHO DOES NOT FEEL AFRAID,
BUT HE WHO CONQUERS THAT FEAR.

NELSON MANDELA

DeEtta Jones



DeEtta Jones

Anchored to
aspiration

Values
driven

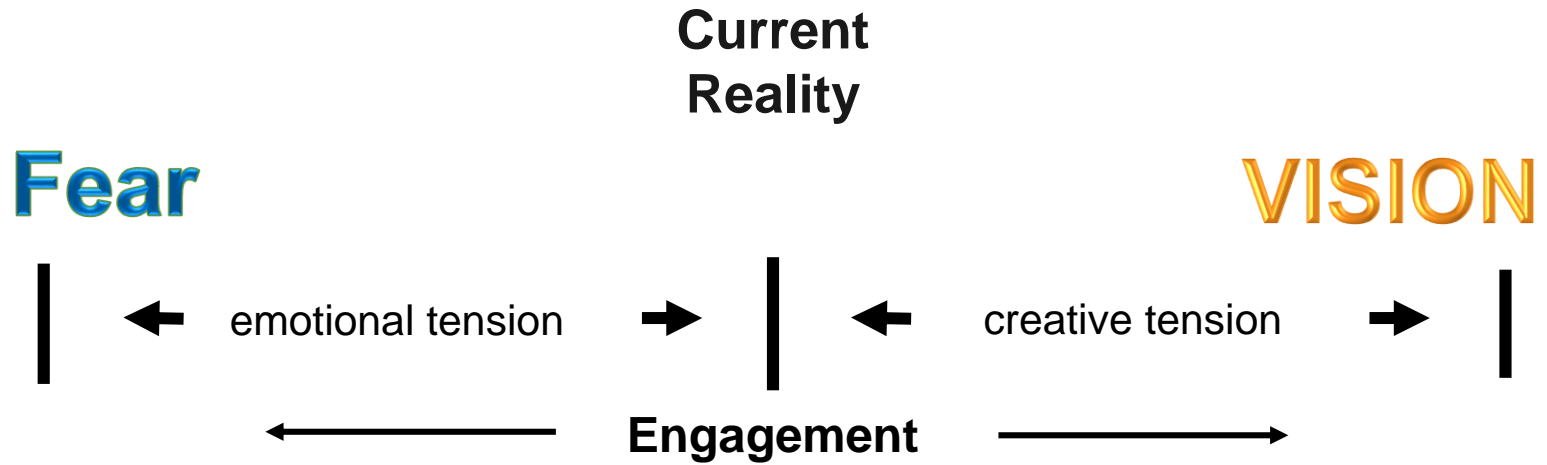
In the
Service of

Emotionally
intelligent,
and culturally
competent

Trustworthy

Equity-
oriented

Where Attention is Focused Our Energy Goes

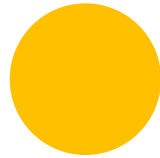
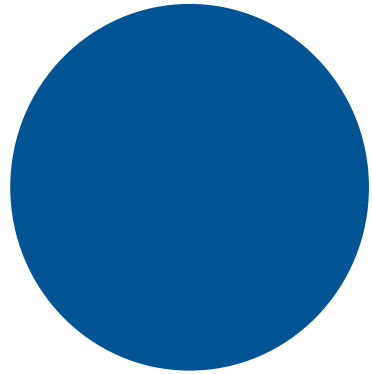


Adapted from Robert Fritz



Ask yourself:

To what extent do others know my values by observing my behaviors?



Be always “in the
service of...” |

DeEtta Jones

1: .321



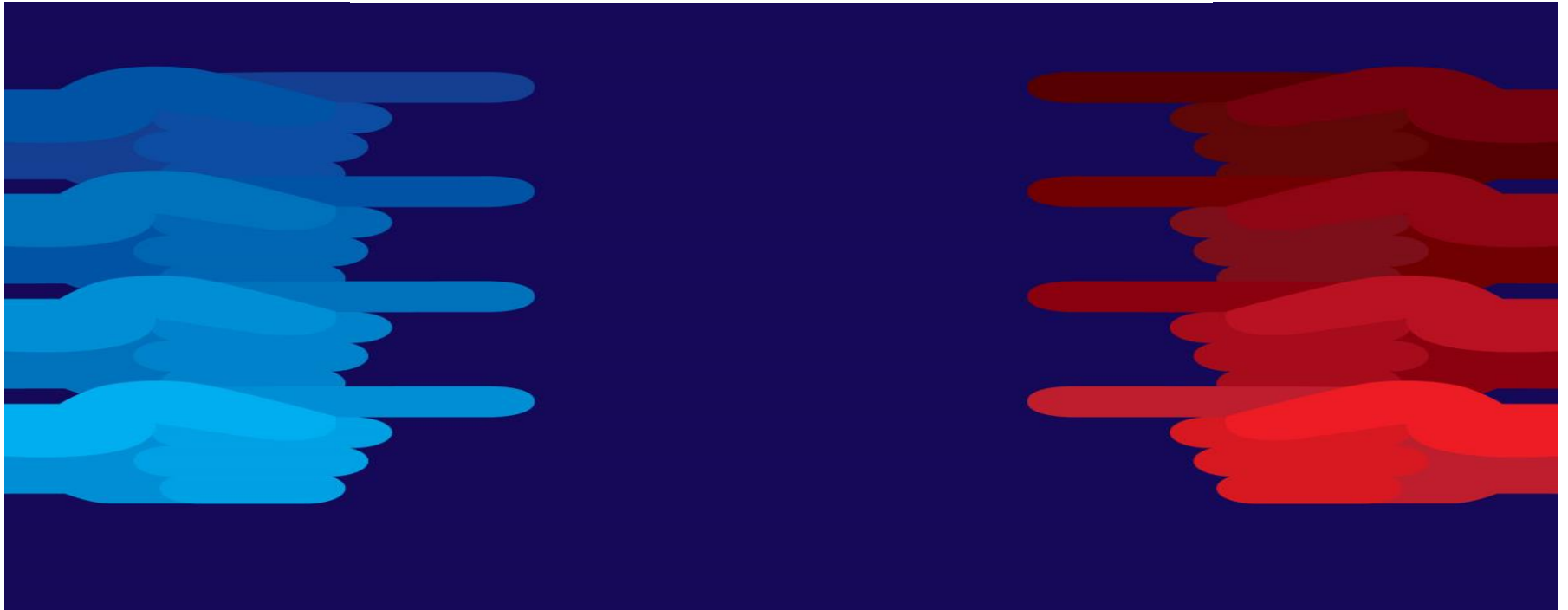
Competence



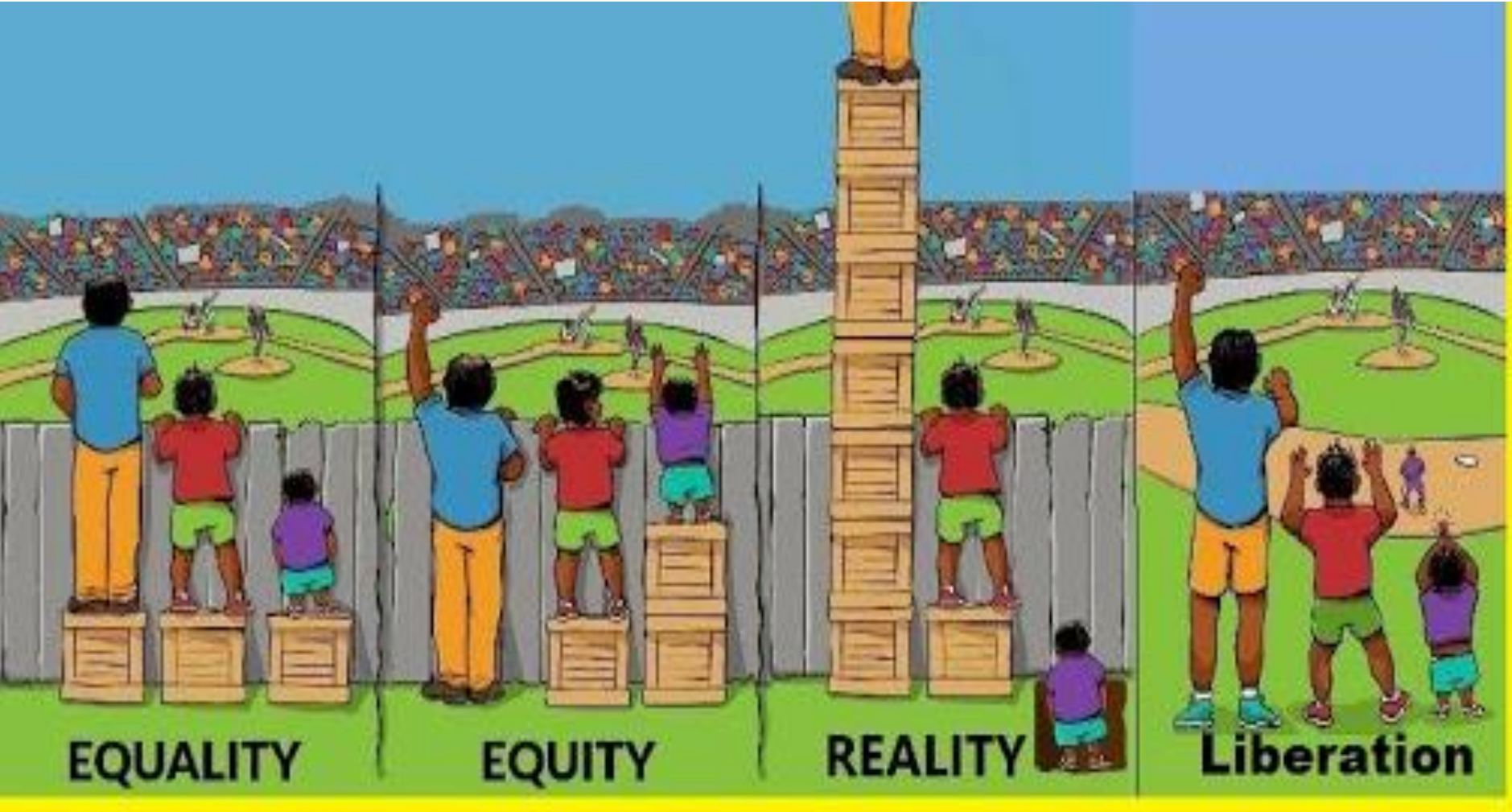
Trustworthiness

Equity lives in the process

THIS IS AMERICA



DeEtta Jones



EQUALITY

EQUITY

REALITY

Liberation

DeEtta Jones

Practices for Courageous Leadership

Some ideas for courageous action

- **MODEL** the way. Create the **PATH**.
- **REFLECT** on why you want to be a leader and what you bring to your organization? Profession?
- Seek **FEEDBACK**. Make course corrections. **KEEP THE GAP** between who you want to be and who are showing up as **SMALL**.
- Develop a reputation for being **HELPFUL**.
- Create **TRANSPARENCY**, nurture **TRUST**.
- **EXPLICITLY** and **INTENTIONALLY** practice inclusivity. Surface and remove fences in your processes.

We expect you to be what???



DeEtta Jones

Where do you practice?

How do you create and hold safe
space for others to practice?

**The
INCLUSIVE MANAGER'S
COMMUNICATION TOOLKIT**

COMING FALL 2019

Learn more: bit.ly/InclusiveManager

To register or learn more about other upcoming events, visit bit.ly/DJAevents

DeEtta Jones and Associates
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