Courageous Leadership

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Boston Library Consortium Networking Day 2019
May 22, 2019
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.
Be emotionally intelligent and culturally competent.

Consistently
What does courageous leadership look like in action?
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
Anchored to aspiration

Emotionally intelligent, and culturally competent

Values driven

Trustworthy

In the Service of

Equity-oriented
Where Attention is Focused
Our Energy Goes

Fear

Current Reality

VISION

Engagement

emotional tension

creative tension

Adapted from Robert Fritz
Ask yourself:
To what extent do others know my values by observing my behaviors?
Be always “in the service of…”
1: .321
Competence ≠ Trustworthiness
Equity lives in the process
Practices for Courageous Leadership
• **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???
Where do you practice?

How do you create and hold safe space for others to practice?
Learn more: bit.ly/InclusiveManager

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

DeEtta Jones and Associates
www.DeEttaJones.com