

ThoughtWorks®

Inclusive teams deliver

By Dr J Harrison

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**Or, what I've learnt working
with teams for 20 years.**

Breaking it down

Inclusive teams deliver

Teams

A group of people.

Don't need to have:

- A vision
- Set role
- Defined numbers



Breaking it down

Inclusive teams deliver

Deliver

Make

something

happen



Breaking it down

Inclusive teams deliver

Inclusive

All voices contributing

All voices valued



How to **spot** an inclusive team...

**Able to talk
without fear**



Listen before
talking



Consensus decision making



Equitable chances to contribute



Care/safety in conversations



**So, is this earth-
shattering and new?**

Inclusion is a mindset

**That mindset
modifies our actions**

**We know we don't do the
right actions right if we
don't have the right mindset**

**To get the right mindset
we use language everyone
is familiar with**

A manifesto for inclusion



We are uncovering better ways of building
a diverse and inclusive technology industry,
by doing it and helping others do it.

Through this we have come to value:

**A focus on issues over
a focus on identity**

Guidelines & flexibility over policies & process

Two-way communication over education

Making an inclusive space over reporting numbers



It is not a binary.

There is value in the items on the right **and** we value the items on the left more.

A manifesto for inclusion

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- A focus on issues over a focus on identity
- Guidelines and flexibility over policy and process
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Inclusive teams deliver



**If we are not visible
we cannot demand the
world make space for us.**

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