



“Just like me.”

– Pollyanna Lenkic

Erika was frustrated with the same ideas circling around at the Monday innovation huddle.

Why is no one thinking creatively or presenting something new? Was the question on repeat in her mind.

The answers that came were not the ones Erika was prepared for.

The reason the innovation huddle and the team were stalling was because of the lack of diversity that she was responsible for in her team. She overruled and ignored her Head of HR on hiring choices,

Falling into the trap many of us do, of creating rapport with people that we feel are aligned with us, the same as us. 'Just like me' was a phrase Erika realised she used a lot. Unconsciously removing permission to be different.

The results were a constant cycle of ideas that were ones the team thought Erika would approve of.

The data is in, research consistently shows us what we intuitively know - When we bring people together from different backgrounds, experiences, ethnicity and have a balance of gender creativity and innovation have fertile ground to sprout from. Business results follow.

Providing we then allow all voices in the system (the team) to be heard.

When you look around the room, at the team you have assembled, what do you see?

Are they 'just like me'?

How do you manage your unconscious bias?

Pollyanna