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Dear friends -

Over the past few months, I've written articles on the "[7 Superpowers of Women](#)" and "[7 Superpowers of Men](#)". These superpowers stem from both nature and nurture (i.e. - how our brains are hard-wired & how we're socialized) and are distinct to each gender.

Given the positive response to the articles, I've been asked to give presentations on these subjects, and have just added these keynotes to my official repertoire of speaking topics. If you're interested in learning about either or both, please let me know.

The Importance of Men

Speaking of men, there's been more focus recently on how men can be better allies and more inclusive leaders. I've been thinking about this for years and the fact is...we will NOT attain gender parity nor inclusive cultures without men on board. We won't even get close.

Men are a key piece of both the DEI and gender puzzle. The vast majority of decision-making leadership positions (in nearly all industries) are held by men.

Here's the good news...studies show that MOST men want to learn how to be an inclusive leader, but they lack the support and skills to do so.

Inclusive Leadership

To be an inclusive leader (for men or women) there are specific behaviors that can help you create more diverse and equitable work environments that are psychologically safe for all employees.

For example, being receptive and willing to learn about DEI, respecting and valuing those who are different than you, building trust and relatedness within your team, keeping people in the loop, being consistent in your behaviors, asking for and giving feedback, giving credit and providing opportunities, and listening and showing empathy.

These are just some of the many things we can do to help employees feel valued and safe enough to speak up, contribute their ideas, take risks, and feel that they belong. Our brains function much more efficiently and creatively with lack of social threats. In other words, the culture needs to be inclusive.

Gender Advocate

In addition, men are essential in helping close the leadership gender gap.

More good news...there are lots of things men can do to support women's careers. Men can actively:

- Hire
- Mentor
- Sponsor
- Coach
- Include
- Develop
- Listen to
- Promote

Men play a pivotal role in creating workplaces where women can thrive -- and they can be an example to other men!

Call to Action

We have a tremendous opportunity to educate, empower, and support our male leaders. We can help them be better allies. Embrace diversity. Think broader about equity. Recognize that their privileged position can really drive change. And finally, realize that they have a responsibility to be an inclusive leader and build inclusive teams.

I support these efforts through presentations, training workshops, consulting, and coaching. Let's do everything we can to move the needle on DEI and gender parity.

You can find more information on my website drshawnandrews.com or my book, [The Power of Perception: Leadership, Emotional Intelligence, and the Gender Divide](#).