



# LEADERSHIP BY DESIGN:

**The Blueprint for Intentional  
Friendship and Service**

# I Got All My Sisters with Me

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Building an Inclusive Chapter Culture



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# WORKSHOP PRESENTER



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# AGENDA

**Welcome & Framing the Moment | 9:45-9:50**

**Leadership by Design: What Culture Really Is | 9:50-10:00**

**Barriers to Inclusive Chapter Culture | 10:00-10:10**

**The Inclusive Chapter Blueprint | 10:10-10:25**

**Leadership in Action: From Intention to Practice | 10:25–10:35**

**Closing and Q&A | 10:35–10:45**



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# Community Agreements

To have meaningful, honest conversations today, we will use a few shared agreements:

- **Honor the Sisterhood:** Speak with respect, care, and love.
- **Engage Fully:** Be present, balance listening and sharing.
- **Lead with Strengths & Purpose:** Use your gifts and connect back to our collective mission.
- **Seek Clarity, Leave with Commitment:** Aim for understanding and shared accountability.

# Why We Are Here

Inclusive chapter culture does not come from good intentions alone. It comes from the choices leaders make about who is seen, who is heard, and whose experience shapes the room.

As leaders in The Links, we are not just stewards of programs and service. We are stewards of how sisterhood is practiced inside our chapters.

Today is an invitation to look honestly at how we design belonging, not just how we talk about it.

# Grounding Question

“What does it mean for every sister to truly feel  
*I got all my sisters with me?*”



# Leadership by Design: What Culture Really Is



# Leadership by Design: What Culture Really Is

Culture is the pattern of behavior that tells people what truly matters in a chapter.

It is created by what leaders choose to:

- Reward
- Tolerate
- Protect
- Correct

Every decision, every meeting, and every interaction is shaping culture whether we intend to or not.

# Understanding Our Chapter's Culture

Take a moment to reflect on what leadership signals look like in your chapter:

- What behaviors are rewarded?
- What behaviors are tolerated?
- What do leaders protect?
- What do leaders correct?

*What do these patterns communicate about what truly matters here?*



# What Inclusion Requires

Inclusive culture is built through four everyday leadership practices:

- **Proximity:** Who is invited into the circle
- **Voice:** Who gets to influence decisions
- **Visibility:** Whose contributions are recognized
- **Care:** Who is supported when things are hard

*Inclusion lives in these moments.*

# Inclusion Is a Choice

Chapters do not drift into inclusion.

They arrive there because leaders decide to notice who is missing, listen to who is unheard, and act with intention instead of habit.

# Turn & Talk

Take two minutes to talk with the person next to you about the following questions:

- When has your chapter been at its best in living out sisterhood?
- What made that possible?



# Small Group Share



# Barriers to Inclusive Chapter Culture



# Barriers to Inclusive Chapter Culture

Even in committed, mission-driven chapters, inclusion can be uneven.

Not because sisters lack care or goodwill, but because routines, traditions, and power dynamics shape who is heard, who leads, and whose experiences are centered.

This conversation is about noticing those patterns so we can lead with greater clarity and intention.

# A Moment of Reflection

Take a few minutes to reflect quietly on your own chapter. Write down what comes up for you.

## **Consider:**

- Where voices may unintentionally be silenced
  - How tradition and innovation sometimes collide
  - Where assumptions or unspoken norms may leave some sisters out
- 

# Small Group Share



# Normalizing the Work

Every chapter encounters moments of tension as it grows and evolves.

These moments are not a sign that something is wrong. They are signals that leadership is being asked to pay attention.

Inclusive culture is strengthened when leaders are willing to look honestly at what is happening and respond with care, clarity, and accountability.

# The Inclusive Chapter Blueprint



# The Inclusive Chapter Blueprint

Inclusive culture is not built by accident. It is built through clear, repeatable leadership practices.

This blueprint names four pillars that shape how belonging, leadership, and sisterhood show up in a chapter:

**Belonging • Voice • Trust • Shared Responsibility**

In the next activity, you will look at these pillars and identify what your chapter is already doing well and where you want to grow this year.

# Belonging

Everyone should know that they matter in this chapter.

Belonging is built when leaders are intentional about who is welcomed, supported, and connected, especially in moments of transition or change.

***In practice, this looks like:***

- Thoughtful onboarding for new sisters
- Regular check-ins beyond formal meetings
- Mentorship and relationship-building across generations and roles

# Voice

Inclusive chapters are shaped by more than the same few perspectives.

Voice means making space for different experiences, ideas, and ways of contributing to influence how decisions are made.

***In practice, this looks like:***

- Clear and inclusive meeting norms
- Rotating facilitation and leadership roles
- Feedback loops that invite honest input

# Trust

Trust grows when care and accountability are both present.

Sisters feel safe when expectations are clear, follow-through is consistent, and challenges are addressed directly and respectfully.

## ***In practice, this looks like:***

- Naming and working through conflict instead of avoiding it
- Setting clear roles and responsibilities
- Doing what we say we will do

# Shared Responsibility

Inclusive culture is not the job of one leader or one committee.

It is sustained when everyone understands their role in creating the kind of chapter they want to belong to.

***In practice, this looks like:***

- Leaders modeling inclusive behavior
- Shared ownership of chapter culture
- Transparent communication about decisions and priorities

# Small Group Share

Form a small group and choose one pillar of the Inclusive Chapter Blueprint.

Together, discuss:

- One practice your chapter already does well.
  - One practice your chapter needs to strengthen this year.
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# Leadership in Action: From Intention to Practice



# Leadership in Action

The culture of a chapter is shaped less by what is said in meetings and more by what leaders do when it matters.

This moment is about moving from insight to responsibility, choosing one way your leadership will more intentionally support belonging, voice, trust, or shared responsibility going forward.

# Individual Reflection

Write down your response to this question:

*What is one leadership behavior I will commit to changing, strengthening, or modeling?*

Choose something specific and within your control.



# Turn & Talk



# Closing & Q&A



# Sharing Insights

We invite a few participants to share:

- One insight that stayed with you
- Or one commitment you are taking back to your chapter

# Final Charge

When sisters feel seen, heard, and valued, our chapters grow stronger and our service reaches further.

Carry what you named today back into how you lead, how you listen, and how you make space for one another.

Inclusive sisterhood is built one choice at a time.



**Any  
Questions?**



# GET IN TOUCH

- LinkedIn: A.Leigh Solutions
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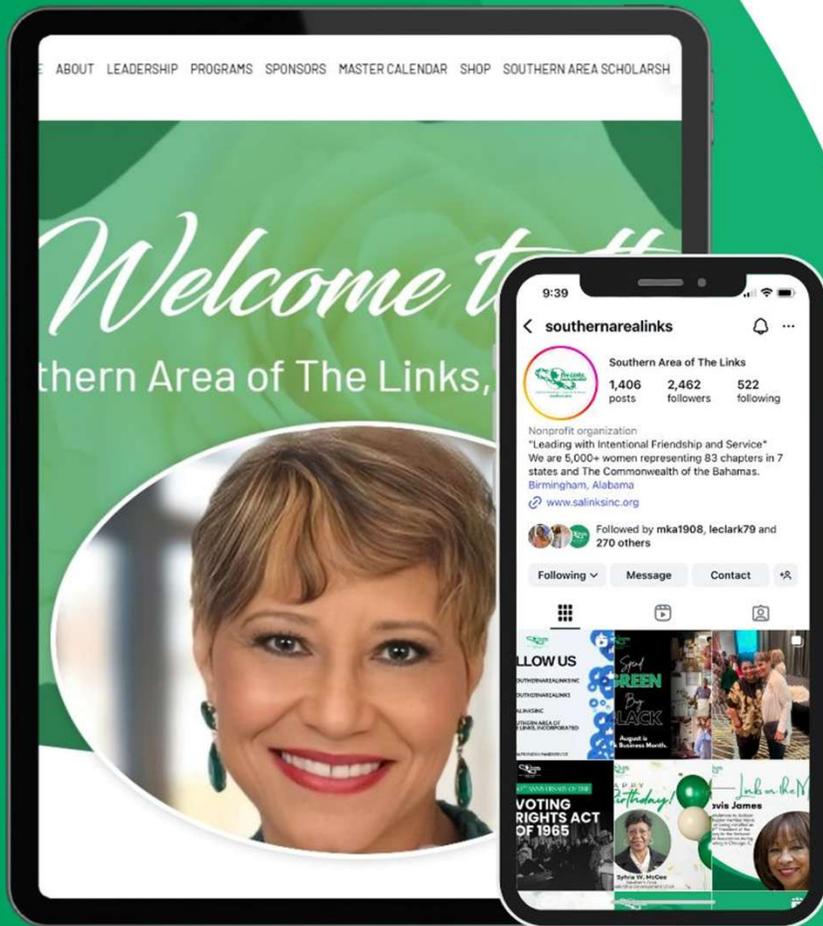
Dr. Amanda L. Aiken



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# Join The Conversation



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# Thank You!



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