

Belongingisaverb_ep1

Tue, Mar 19, 2024 10:19AM 9:49

SUMMARY KEYWORDS

inclusive leadership, leaders, share, belonging, stories, inspire, leadership, podcast, uncover, lyric, workplaces, years, felt, melissa, valued, purpose, change, guests, place, moments

Welcome to belonging as a verb, the space where we dive deep into the kind of leadership that changes lives inclusive leadership. I'm Melissa Marcelissen and I believe that strong, purpose driven leaders can change the world. I felt the transformative impact of leadership that sees beyond the surface that values diversity, bites for equity, and fosters a true sense of belonging. It's not just professional for me, it's deeply personal, inclusive leadership didn't just change my career path. It saved my life. Through conversations with leaders who aim to embody this philosophy, and stories from those who've been uplifted by them will uncover the real impact of leading with inclusivity. Join me as we explore how to make not just the workplace but the world, a place where everyone belongs.

Welcome to the very first episode of belonging as a verb, a podcast where the power of inclusive leadership is uncovered, explored and celebrated. I'm so glad that you're here. My name is Melissa Marcelissen. I'm the founder of vision leadership, and your host enrolls as a sales and operations leader, Human Resources business partner, advisor and coach to C suite leaders throughout 20 years in corporate workplaces, including finance, banking and insurance industries. I uncovered a true passion for leadership development, and guided by purpose, my aim is to make work a better place to be for everyone. For 20 to 25 minutes, every two weeks, I'll be chatting with guests who will share their leadership journeys, the impact of inclusive leadership, and how remarkable leaders have helped shaped who they are today. I'll also be asking each of our guests to share a quote song lyric or book recommendation that inspires and resonates with them. For a long time, I found that often song lyrics and quotes have been able to convey so much when I haven't been able to find the words. Although I am working hard at developing my own writing habit, I still find the right lyric at the right time, can lead me to deep reflection and help to generate inspiration. I'm always curious about what or who inspires those who inspire me. So I'm very excited to have guests share their personal favorites. As we build out the library of episodes, we'll find something fun to do with all those quotes that book recommendations and be sure to share updates with you often. The goal of belonging as a verb is to create a platform and hold space for stories, insights and discussions that inspire and guide towards tangible, inclusive practices. So that we can all learn and grow together, while making our workplaces ones where everyone can feel like they belong. I know so many leaders who truly want to be inclusive, but most get their first leadership position without any training or guidance on how to create cultures of belonging. I've had leaders asked me, How do I know if I'm leading inclusively? How do I know I'm doing it right? I don't pretend to have all the answers. And I know that everyone's experience is unique. Leaders like everyone else are human. And every moment every interaction, even with a great leader isn't going to be perfect. There's just no such thing. What I do know is that the best leaders that I've had, that I've worked with, and those I've observed, tend to do things on purpose and consistently. I'm sure they've had not at best moments. But by uncovering and sharing

what best practices they do leverage what shaped them as a leader, what learning moments trainings or mentors have helped them along the way. I'm hopeful we can inspire great conversations, deep reflection, and true change for more of your employees present and future. Belonging really isn't outcome. True cultures of belonging come from actions from things that we do with intention. That's why belonging is a verb. Since this is our first episode, I thought I should share why this work is so important to me. And my story of how inclusive leadership saved my life. The first time as an adult that I felt like I had something positive to offer was when I was 33 years old. I just started at a new organization. And I was so fortunate to find myself working for the best leader that I had ever had. For the very first time, I felt like I was valuable, and that I had value to give back. It did not feel this way outside of my work. Work became an oasis, the place where it felt okay to be me, the place where it was worth something and not just tolerated, but truly valued. It took a few more years and another exceptional leader for me to understand that it was at work that I was most myself. Maybe it was outside work that was wrong about me. Work was the place that I didn't feel the need to be quiet, to play small to stay in my lane, or to play the role that I thought was expected of me I know this is the opposite of experience for many. And I'll forever be grateful for these leaders. And I know beyond a shadow of a doubt that without them, I would not be here today. I don't mean not here as in not fortunate enough to do work I love where I get to make an impact, and well supporting myself and my boys. I mean, I would not be here, I would not have seen 39. That's the power of inclusion, inclusive leadership in my story. I'm still here. And I'm not going anywhere, anytime soon. Not only do I have podcasts to record change to make and purpose driven work to do. I now also know it to be true, that I don't have to be impactful or productive in the conventional sense to deserve to be here. And to simply love the heck out of myself and my life. Those leaders I mentioned, and these experiences made my purpose easy to find. My purpose is to make work better. My purpose is to remind you that you're valued, and you need to be here. And we are all better off because you are. The timing of finally launching this podcast and the start of my doctoral program is no coincidence. The stories that will be collected through this podcast will help focus my research, but also help sustain the motivation it's going to take over the next four years to finish this program. I took on the DBA program to deepen my subject matter expertise, to uncover how managers and leaders can get inclusion and belonging bright. And you guessed it to make work better for as many people as possible. Your stories, your triumphs, the laughs, and I'm sure the tears that will come along the way will be as much a part of my dissertation as any quantitative research, any theory or methodology. Your stories are why any of this matters. You might have noticed that when I share my story, I'm generally pretty vague about what the out of work side of my life look like during those pivotal years. I do this mostly on purpose. Lately, I've been thinking a lot about the fact that everything that happens in our lives makes us who we are. The hard part's the traumas that tragedies, abuse and every other negative we overcome, do shape who we are. But our stories are not about those moments, the bad stuff, or even the villains are not responsible for who we become. I think the heroes are who make us who we are. And there will never be a greater hero in your story than you. This brings me to my lyric for this episode. I can hear some of your eyes rolling already. But I'm going to share a Taylor Swift lyric, the quiet spoken words, at the end of the track daylight, go something like this. I want to be defined by the things I love. Not the things I hate. Not the things I'm afraid of, not the things that haunt me in the middle of the night. I just think I think you are what you love. These words truly capture my vision for this podcast. I fully reject force positivity. And there won't be any of that here. I know there will be days where we share stories of failed leadership, the times that we were let down by those that we want it to be able to count on the most. There are an abundance of those stories. And we won't be pretending that that isn't the case. But I do see this as a space to share what it looks like to get a bright, a space to inspire strong, purpose driven leaders to continue to make things better for those that they've been entrusted to lead. And somewhere that you can look to for not another list of what not to do. But instead for inspiration on how you can embrace the positive impact you have the opportunity to make as a leader. Well, the full on vulnerability hangover is kicking in. So I'll leave you by encouraging you to reflect on your experiences with leadership and with inclusion. And by asking you to save and

share this episode, and to help spread the message of the power of leadership and invite your network to join us on this exciting journey. I am so excited for what's ahead. And so very grateful for each and every one of you. All right, friends. That's it for today's episode of belonging as a verb. I'm Melissa Marcel, listen, and it's been an absolute last sharing this time with you feeling inspired. Know someone who embodies inclusive leadership or have a story of your own to share. I'd love to hear from you. Follow the link to sign up as a guest or even suggest one. And if you like what you heard, hit that subscribe button and share this podcast with your friends, colleagues, and anyone who believes in making our workplaces and the world a better place. Together we can spread the message of belonging one story at a time. Thanks for listening and I can't wait to connect with you again soon.