



# PRIDEONBRAND

LGBTQ+ leaders and executives making an impact in their industries & the world!



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OUT & EQUAL  
WORKPLACE ADVOCATES

## Podcast Discussion Guide

# Overview

This June, Out & Equal has partnered with The Lead With Your Brand!™ podcast, hosted by Jayzen Patria, for special Pride month programming. Each week in June, the podcast will feature an out leader with a powerful authentic story to share. The podcast will also feature two special roundtable episodes exploring the experiences of LGBTQ trans and POC leaders.

Out & Equal has developed discussion guides to supplement the program, and we encourage you to use the podcasts as a virtual “book club” with your resource group or team! Listen to the episodes and schedule a group discussion using this resource as part of your own Pride programming.

Check out <http://www.leadwithyourbrand.com/pride> to listen to the podcasts, and visit <https://outandequal.org/pride-out-of-the-box-an-erg-guide-to-celebrating-pride-virtually-in-2021/> to explore Out & Equal’s Pride resources!

# The Future of Leadership

What do you think of when you imagine a successful leader? Strong. Inspiring. Firm. Smart. Do you ever think... Compassionate? Empathetic? Queer? Leaders from all over the world, myself included, are positing a new vision for what it means to be a successful leader. We are challenging the ideas of leadership that we have been taught for years and deciding what we want the future of leadership to look like.

As the number of LGBTQ leaders grows and as we become more visible, we can reimagine what being a leader looks like for us. We can conceptualize that our identities actually give us a competitive edge in our leadership, rather than the barriers to success we were once taught they were. And this goes for the multiple identities we carry – from race, to gender, to family status, to ability, and more. We can now begin to truly understand that the uniqueness and fullness of our identities, struggles, and life experiences are assets in our ability to be leaders.

I know – and there is emerging research that backs this up – that LGBTQ leaders tend to have unique skills that make us great leaders. Many of these are forged through our journeys. Things like emotional intelligence, self-awareness, and resilience. When we tap into these skills, we become leaders who are more inclusive, more creative, more adaptable, and better able to connect, communicate, and collaborate.

All of us have a role in helping drive the narrative about the future of leadership. As you think about your life's journeys, I encourage you to think about the lessons that you have learned that can make you a better leader. If you are able to, please share those lessons with us by emailing them to [stories@outandequal.org](mailto:stories@outandequal.org). We would love to use your experiences to help others learn.

- Erin Uritus, CEO

# How to Use this Guide

This Pride on Brand resource guide comes complete with everything you will need to add your voice to the conversation, and can be used individually, or with groups of any size. To start, visit [www.leadwithyourbrand.com/pride](http://www.leadwithyourbrand.com/pride) and listen to at least one of the highlighted interviews. Then turn to the discussion questions and take time to reflect on what you heard.

If you are working through these questions as a group, we recommend establishing conversational – or group – guidelines prior to starting your discussion. These can help ensure that everyone feels safe to engage with the material, and that conversation stays focused on the content at hand.

Examples of group norms are:

- Encourage one speaker at a time
- Be mindful of how much airtime you are taking up, compared to your colleagues – encourage equal contribution from your group's members
- Understand Impact vs. Intent: we always want to assume good intent, but that doesn't negate the fact that we can unintentionally do harm to one another. Don't be afraid to apologize if you unintentionally hurt someone
- Lean into discomfort: learning is hard! Practice building up that muscle that is your curiosity, and lean into new ideas and conversations

# Discussion Guide

After listening to the podcast interviews, please utilize the following discussion questions to spark an engaging conversation on the topic of LGBTQ+ Leadership. These questions may be answered within a larger group or used to spark small breakout group discussions for more intimate conversations. Before beginning, please refer the group back to the suggested group norms. These will help ensure that the conversation remains respectful and focused on the topic(s) at hand.

# Discussion Questions

- What leadership lessons or personal experiences shared by the podcast guests most stood out to you?
- Guest speakers shared how their identity shapes their leadership brand. How has your LGBTQ+ identity shaped your career aspirations and/or professional development? Do you feel that your LGBTQ+ identity has impacted your ability to build meaningful relationships with colleagues?
- What is your “leadership brand”? How do you show up as a leader within your team, organization, or community?
- How would you assess your ability to maintain your authenticity? What challenges have you faced, and how have you navigated them? How do you avoid being pigeon-holed?
- Over the last year, how have you connected with your team and colleagues? How do you build connection and belonging in virtual spaces?
- How have your volunteer leadership opportunities, including any ERG roles, molded your leadership abilities? How does this supplement or complement your day job?
- Do you believe that your leaders fortify your career growth without undermining your LGBTQ+ identity? If not, where do you feel opportunities exist for your leaders to improve?