

# BREAKING THE ZERO-SUM GAME



Transforming societies through  
inclusive leadership.





# *An executive book summary*

*By Théo Dou*





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# Original Book Summary

Breaking the zero-sum game; Transforming societies through inclusive leadership details practices, principles, and purposes of inclusive leadership. The necessity for transforming societies is underlined by describing current and historical trends toward dominant leader centric views that do not seek follower input. The main principles of inclusive leadership include deconstructing the other, building relationships, fostering understanding, and creating a shared vision. Re-evaluating follower-leader dynamics and power structures in order to empower the viewpoints and perspectives of the follower for the greater good of all members belonging to the society or organization.

*Breaking the zero-sum game was edited by Aldo Boitano, Raul Lagamarsino Dutra, and H. Eric Schockman*





# *Transformative practices within inclusive leadership.*

Inclusive leadership has the potential to transform organizations, communities, and societal beliefs.

**Deconstruct  
the other**



Disregard preconceived notions and dismantle societal barriers.

**Create  
opportunity**



Increase follower capacity through access to information and ability to provide input.

**Foster inclusive  
innovation**



Co-construct combined direction and desired results.

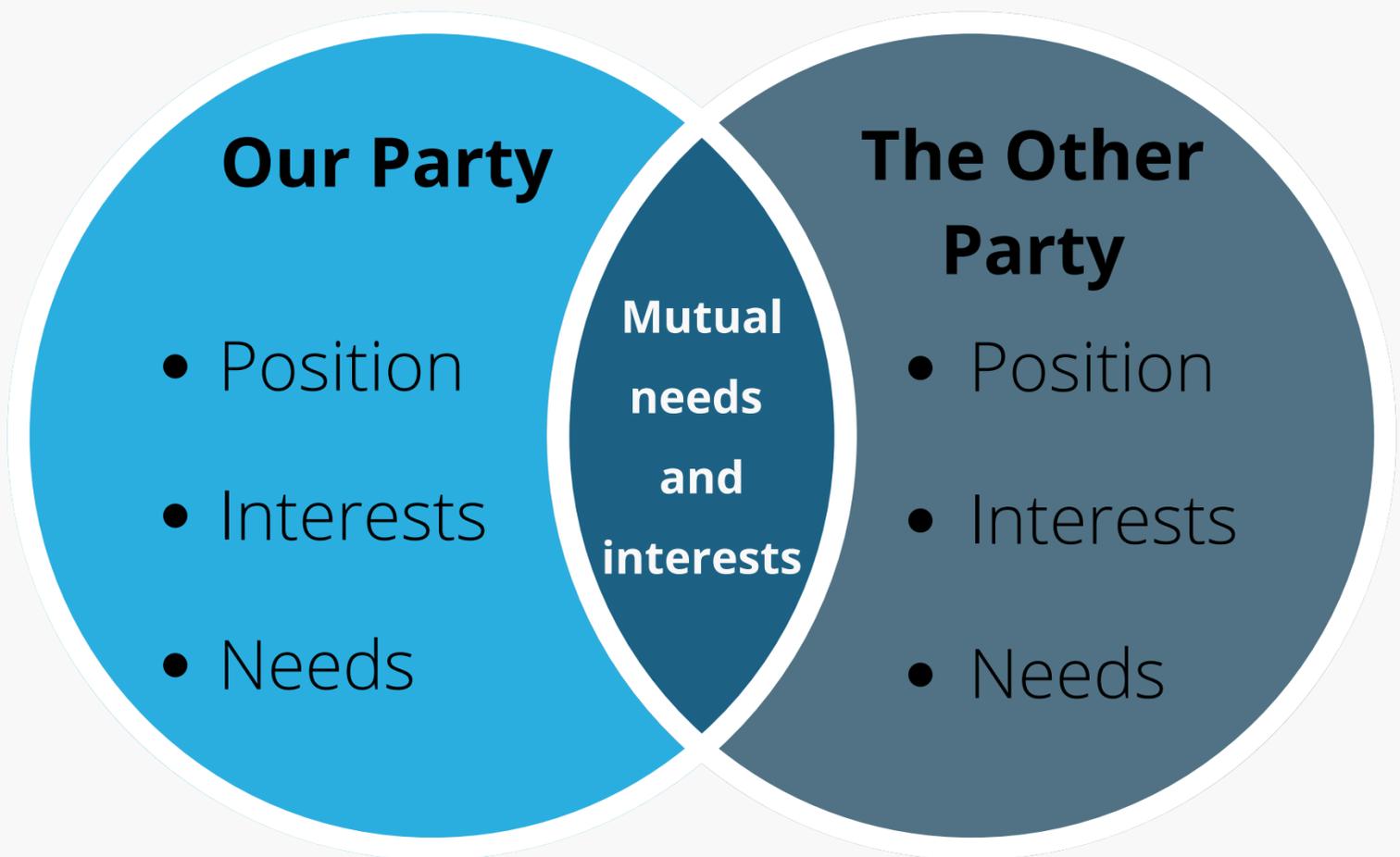


# *Inclusive Leadership*

“Inclusive leadership is a distributed approach to leadership that seeks to engage members of the team and key stakeholders in the process of designing a specific future or set of goals”  
(Alimo-Metcalfe 2010)



# Understanding the other



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"Be tough on the problem and soft on the relationship"

Socially just leaders are proactive, engage in transformative behaviours and are acutely aware of societal issues. They show courage, persistence, and commitment to a social justice agenda; encourage participation; rely on inclusive communication and examine their own assumptions and biases. Pg. 79

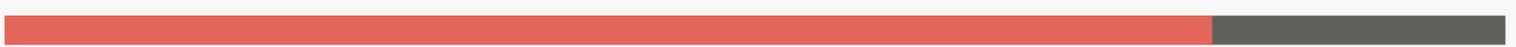




# *Applications to Education*

Transforming societies through  
inclusive leadership.

## **CLASSROOM**



Inclusive leadership in the classroom.

## **CO-WORKERS**



Inclusive leader-follower relationships  
among staff.

## **ADMINISTRATION**



Inclusive leadership within  
administrative power dynamics.



# *Critical Evaluation*

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Breaking the zero-sum game; Transforming societies through inclusive leadership provides a detailed overview of the potential for inclusive leadership practices to foster and instigate positive change within society. The quantity and variety of sources consulted create for compelling evidence of reputable nature. The topics range from a broad variety of themes yet hold many principles in common. Most sources come from a similar perspective on leadership and inclusion. The book does not include many examples of limitations for the suggested practices nor do they offer counter opinions.

The specific case studies and examples which are included in various chapters create for an engaging read and a sense of optimism surrounding inclusive leadership practices and their ability to effectuate change. Inclusive leadership principles are described in detail and elaborated upon in a way that allows the reader to obtain an in-depth understanding of the desired effect and necessary steps for effective implementation. Breaking the zero-sum game is an effective tool for any reader seeking to gain competencies in inclusive leadership practices.

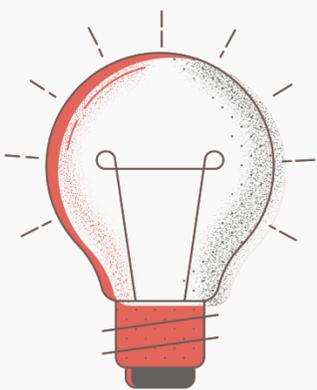


# *Discussion Questions*



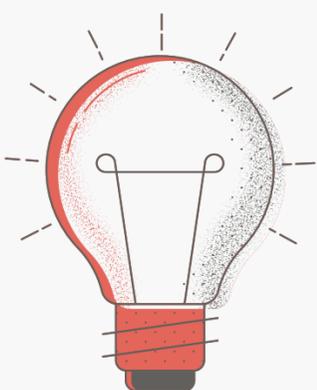
## **Question 1**

How is inclusive leadership applicable to an educational setting?



## **Question 2**

What are barriers that you might face when attempting to implement inclusive leadership practices?



## **Question 3**

What is an example of inclusive leadership that you have seen, initiated, or have been a part of that you found to be transformational?





Thank you for reading



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