

# meet JAMES KNIGHT

James Knight is an educator, coach/mentor, consultant, author, itinerant speaker/teacher, and equity and inclusion strategist. Much of his work revolves around leading with humility and partnering with other leaders to build dynamic and inclusive communities/spaces where people collaborate, innovate, and engage in fearless dialogue.

As an equity and inclusion strategist, James works with leaders, schools, organizations, and individuals in the corporate, non-profit, governmental, and academic sector to develop frameworks rooted in humility. The primary goal of this work is to assist others in building safe environments where everyone can thrive and bring their best selves. As an author, James has written three books, including his latest release, *Heart: A Journey Toward Cultural Humility*. This book is a manual and guide for any leader, student, or person looking to develop greater awareness and increase their emotional and cultural intelligence.

James has a passion for people and sees himself as a servant-leader. His personal mission is “education + empowerment = elevation,” and his number one goal in everything he does is to elevate those he serves through education and inspiration. He holds a Bachelor of the Arts from Oberlin College and a Master’s of Education and Doctorate of Education Leadership from Ashland University. He also holds a Graduate Certificate in Diversity, Social Justice, and Inclusion from the University of Colorado-Colorado Springs.

To learn more about Dr. James Knight and to stay up to date with his work, you can find him on social media @leadwithhumility or subscribe to his YouTube channel by searching “Dr. James Knight + Lead with Humility.”



## Why choose us

At **Leading With Humility, LLC.**, we have developed an innovative and customized approach to assist leaders, teams, and organizations in developing frameworks rooted in cultural humility. We have written a playbook that your team can use to equip members with the awareness and skills needed to lead with humility and build culturally safe spaces.

## Our mission

Our call is to provide thought partnership and collaboration to teams and individuals in becoming healthy, empathetic, and humble leaders. We believe leadership starts with self and so it is our goal to equip and increase the emotional and cultural intelligence of our clients.

# our SERVICES

## Professional Development

Our PD's are customized to meet your individual or organizational needs. We offer 1-on-1 and executive coaching; small group or team coaching; and larger workshops and trainings rooted in cultural humility.

## Thought Leadership

Our work in thought leadership includes public speaking engagements, such as panels and keynote speeches. We work with numerous clients in designing new frameworks rooted in humility.

## Anti-Racism Work

In partnerships with schools, non-profits, and institutions, we offer a comprehensive and holistic approach to dismantling systems of oppression that hinder people from being their best selves.

## Framework Design

We specialize in developing customized frameworks rooted in cultural humility that will assist your leadership and organization in disseminating your diversity, equity, and inclusion goals.

*"I am still fired up by James' presentation. I've been in briefings with 4-star generals including Colin Powell who have professional power point experts prepare their briefings. What James presented was better and the whole presentation was brilliant."*

*"Thank you for an amazing training. I wish the whole world could hear what James had to share."*

*"Thank you for an excellent learning experience. James did an excellent job of providing all of us with a challenge to grow. He did this in a way that was not overbearing but rather humble. The medium was the message."*

*"Thank you James. This was an excellent presentation and it's presented in such a non-confrontational way. I am intrigued by the way it helps others realize white privilege without making accusations."*

# our IMPACT

## our CLIENTS

- + Mazzella Companies
- + Chicago Bears
- + Federal Reserve Bank of Cleveland
- + Xavier University
- + Evereve Stores (MN)
- + Walsh University
- + Greater Cleveland Partnership
- + Akron Food Bank
- + Breakthrough Schools Network
- + Center for Health Affairs
- + Regency Construction Company
- + and others





### **Microaggression Training**

This workshop will give employees and leaders the opportunity to learn more in-depth about the different forms and types of microaggressions are, how they operate, and the effects and impact of microaggressions on the organization. It will also provide leaders with the opportunity to work through different scenarios and learn strategies to build an environment where everyone feels psychologically safer and more included.

### **Identifying & Overcoming Cognitive Bias**

This workshop will give participants the opportunity to self-reflect on their individual heuristics and learn how cultural humility, when employed can be effective in mitigating implicit and cognitive biases that are inherent in each of us. Leaders will also learn in this session how to shift from System 1 "rapid" thinking to a more thoughtful "System 2" way of thinking and approach each new encounter from a place of humility, self-reflection, openness and a genuine desire to learn and not assume.

### **Humble Leadership** (*Leading with humility*)

In this workshop (or series), leaders and managers will gain research-based insights into the keys to effective leadership. They will gain an enhanced understanding of the value of humility in leadership and what makes an inclusive leader. Additionally, participants will uncover actionable approaches for demonstrating a more humble and effective approach to leadership that synergizes work teams. As a result of attending this program, participants will:

- Understand the knowledge, skills and competencies needed to effectively lead global and diverse teams
- Identify specific strategies to increase humble leadership competencies and organizational effectiveness
- Understand how humble leaders employ humble inquiry (the art of asking vs telling)

### **Lead with Heart Book Study**

*"Book studies are a great way to level up your professional learning".*

Change takes time. Too often organizations see DEI training as a 'one-and-done'. With our Lead with Heart Series we take different DEI topics such as unconscious/cognitive bias, allyship, emotional intelligence, microaggressions and inclusive leadership and dive deeper. We spread the learning across six sessions with more opportunities for interaction in order to change muscle memory and drive proven results within your organization.

### **Customized Workshops**

We will help you design customized DEI training and leadership programs that will shift mindsets, drive behavior change, and create an inclusive workplace where employees can become more self-aware, embrace diversity, and lead humbly.

“Be the reason  
someone feels  
welcomed, seen,  
heard, valued  
loved, and  
supported.”



**LEADING**  
— *with Humility*

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