


# Chapter 7


## Enhancing Workplace Well-Being: Inclusive Leadership in the Bahamas

**Patsy Marie Wilson**

 <https://orcid.org/0009-0003-5608-0636>

*University of the Bahamas, Bahamas*

**Schyonne C. Adderley**

 <https://orcid.org/0000-0003-1325-4977>

*University of the Bahamas, Bahamas*

### ABSTRACT

*This chapter examines how to enhance employee well-being in the Bahamas through inclusive leadership practices. The grounded theories supporting this chapter include social identity theory (SIT) and optimal distinctiveness theory (ODT), which explained how inclusive leadership focuses on fostering a sense of belonging for employees' individuality. This study investigated the impact of inclusive leadership—defined by empathy, respect, and active participation with all employees—on fostering a more productive, cohesive, and positive workplace culture. Descriptive research design and quantitative methods were used to address the variables related to inclusive leadership. The study's sample size was 365 public and private sector leaders and workers within the Bahamas. Inclusive leadership enhances workplace well-being primarily through psychological safety rather than communication, is strongly influenced by employee engagement, and requires structural and cultural adjustments to realize its benefits fully.*

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## INTRODUCTION

The requirements to enforce the enhancement of workplace well-being in The Bahamas will require a comprehensive approach in which the creation of the environment focuses on employee health, job satisfaction, and general productivity. These significant strategies further improve communication, foster collaboration, and safeguard psychological safety, all of which contribute to advancing the engagement process and thus lowering the rates of burnout among employees. A workplace that vigorously supports all these elements has higher employee retention and satisfaction rates, according to Smith and Williams (2020). These strategies can help Bahamian-based companies improve employee well-being, foster a more positive organizational culture, enhancing performance.

An employee's well-being influences organizational performance, employee satisfaction, and business operations. Despite its potential to enhance workplace well-being and inclusive leadership, The Bahamas, a small Caribbean Island, remains underexplored. The Bahamas, situated in the Caribbean, possesses distinct cultural dynamics characterized by socio-economic disparities rooted in past colonialism; hence, the promotion of inclusive leadership is of paramount importance. George (2019) stipulated that the financial services and tourism are central for the country's economy, fostering a diverse and engaged workforce is pivotal for business outcome, satisfaction of employees, and organizational long-term success.

It is not known how employees within public or the private sector view inclusive leadership influence workplace well-being in addressing four areas outlined from the research questions such as collaboration, communication, psychological safety and employee engagement within The Bahamas. Although The Bahamas' work environment is shaped by a broad cultural landscape, many firms still struggle to address employee well-being and diversity adequately (Pinder, 2020). According to Smith and Jones (2019), mental health, job satisfaction, and productivity enhancement are evidence linking employee well-being elements to utilizing inclusive leadership in outcome improvements. Moreover, the exploration of inclusive leadership to enhance workplace well-being in The Bahamas has been underexplored. Despite the need for a diverse workforce, current leadership often fails to address it, which can negatively impact specific groups regarding job satisfaction and organizational performance. To understand how organizations can create inclusive, engaging, and supportive work environments for their employees, this research explored the relationship between inclusive leadership and workplace well-being in The Bahamas.

The significance of this study was to focus on the gaps in the Bahamian workforce's well-being and inclusive leadership to address these gaps. Even though research has been done globally on this topic, there continues to be limited empirical data related to The Bahamas and the Caribbean region. This study will further contribute to

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