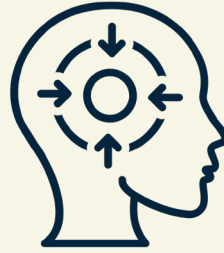


Leadership



Guiding Principles



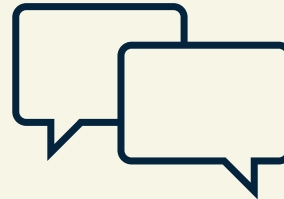
Be Present



Listen to Understand



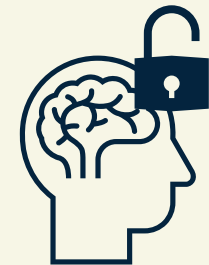
Extend Trust



Speak up



Respect Opinions



Keep an Open Mind

What is leadership?



Think of a leader who you admire or respect (at work, public figure or otherwise).

What is it you admire about their leadership style? Why?

What is your perception of them?

What is it they do that creates that perception for you?

'Inclusive Leadership' and 'Leadership'



How do you define Inclusive Leadership?

How do you define Leadership?

What's the difference?

How have you seen organisations define these?

"I leave a belief that you can be kind but *strong*, empathetic but *decisive*, optimistic but *focused*." - Jacinda Ardern

"The leader is one who, out of the clutter, brings simplicity. Out of discord, harmony. And out of difficult, opportunity." - Albert Einstein

"The quality of a leader is reflected in the standards they set for themselves." - Unknown





Why Leadership Matters as a Changemaker

- Other leaders and employees will be expecting you to be **leading with inclusion** and assessing what you deliver and how you deliver, and whether these align with your words.
- Demonstrating accountability and the values** that you talk about will support in building your role as a **trusted advisor** and **role model**.
- Leading also involves a demonstration of **authenticity, credibility** and **confidence** in a way that inspires **trust** and **engagement**.
- To be truly **inclusive**, leading must also include a demonstration of **cultural awareness**, delivering **psychological safety** and a **consistent commitment to fairness**.
- For a DEI changemaker, how you lead and how it reflects the **inclusive behaviours and values** you advocate will have an impact on your ability **to shift systems, behaviours and culture** by your example.



INCLUSIVE PRACTICES

INCLUSION AS A MINDSET - BUILDING BLOCKS



INCLUSION AS A MINDSET - BUILDING BLOCKS



Make it safe for others

Create a psychologically safe environment for all colleagues to enable everyone to thrive.



Be transparent

Share information fairly and inclusively.

What information is not only necessary to share but 'nice to share' for reassurance or alignment?



Press Pause at relevant times

Take your time to consider and reflect before delivering actions and decisions.



Communicate inclusively

This includes both the way you communicate (including your tone, style, language) and the formats you use.

This also includes ensuring that ways of working are inclusive.

INCLUSION AS A MINDSET - BUILDING BLOCKS



Seek multiple points of view

Gather views from different individuals to ensure you are considering diverse perspectives before making decisions / acting.



Give and receive feedback

Make it comfortable for you and your team to give and receive feedback.

Leverage feedback continuously to improve on inclusion.



Develop self-awareness

Identify your strengths and weaknesses when it comes to delivering on inclusion.

What's currently holding you back and what can you commit to doing to change this?



Build Diversity within network

Ensure that you are hearing from and gaining an understanding of people with diverse experiences both within and outside of work.

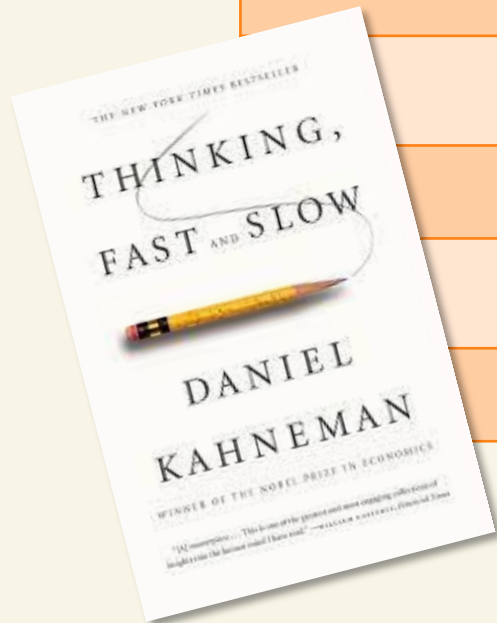


Shape and deliver with colleagues

Invite colleagues to design solutions with you.

Demonstrate how you value diverse perspectives.

SYSTEM 1	SYSTEM 2
Intuitive	Logical
Fast	Slow
Automatic	Effortful
Emotional	Thoughtful
Ignores ambiguity	Interrogates evidence
Takes shortcuts	Takes time
Suppresses doubt	Open to doubt
Unconscious	Self-controlled



? Where do you spend most of your time?

What impact does stress or pressure have on your behaviours?



What impact does stress or pressure have on your behaviours?

What do you over-emphasise?



What impact does stress or pressure have on your behaviours?

What do you over-emphasise?

What do you under-emphasise?



What is the impact of the above on the perceptions others might have of you?



Inclusion as a Mindset

Which area(s) do you find **most challenging** to deliver when operating under stress or pressure?

What is **1 tangible action** you can take or commit to doing to enable you to deliver on each area you identified?



Re-join this meeting in 10 mins



Be prepared to share an overview of your discussion in the wider group



YOU WILL NOW GO INTO PAIRS

WHEN WAS THE LAST TIME YOU ...



NEXT STEPS



Share one action you are going to take based on what you've heard today

Who else can you work with to hold you accountable?

Share your answers in the CHAT

Programme Next Steps

- Peer Review Session - 22nd January (opportunity to gain support on Assessment)
- Inclusive Communications Self-Led Module LIVE

February:

- Second coaching session with your Executive Coaches



What's Next?