

# Inclusive Leadership

**30 minutes**

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**enei**



**enei** employers  
network  
for equality  
& inclusion

## Workshop objectives

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- **What is it**
- **How can it be achieved**
- **How does it support creating inclusive & diverse places**



## Inclusive Leadership

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- **Inclusive Leadership** is about getting the best from a diverse team that includes our clients and our people.
- It is about seeking out different perspectives, communicating and working effectively with people who are different from you.
- In our increasingly interconnected world, developing inclusive leaders who can connect and engage with anyone – regardless of their background, style or culture – will be a real source of competitive advantage for local authorities

## Benefits of Inclusive Leadership

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- **Enhanced performance and productivity**
- **Enhanced loyalty**
- **The advancement of under-represented groups**
- **Better services to clients, customers and service users**
- **Better teamwork**

Above from enei's Inclusive Leadership research 2016

## Aspects of Inclusive Leadership

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- **Awareness**
- **Individualised consideration**
- **Empathy**
- **Plus 12 others**

Above from enei's Inclusive Leadership research 2016



## Inclusive Leadership exercise

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**Your business has given you a new project and it's not clear how you should approach it. You:**

A- Hash it out on your own and tell your team what you've decided

B- Hash it out on your own and ask your team which approach they prefer

C- Encourage your team to come up with new ideas



## What inclusive leaders do

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1. Are curious about their own biases and ask - how do I appear to others?
2. Challenge
3. Talk up inclusion
4. Empower others by giving them a voice
5. Grow diverse talent by sponsoring people not like them
6. Role model inclusive behaviour
7. Hold others to account to meet agreed goals and targets
8. Lead by example and openly challenge bias decision-making in recruitment and talent review meetings
9. Question and look for patterns in appraisal & performance management scores

## The enei way...

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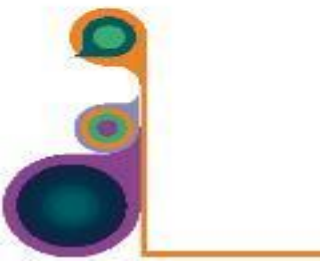
- 1. Interrupt the interruption**
- 2. Conquer 'Group Think'**





We don't see things as they are.

We see things as we are.



**Alaba Okuyiga**

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