



**Inclusive Leadership**

# Navigating Change: The Power of People

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**Inclusive Leadership**

## Conflict of interest

Co-Editor of ABC of Equality, Diversity and Inclusion in Healthcare

## Trigger warning

**This presentation content that could be triggering for individuals who have experienced discrimination, bias, or exclusion based on their identity.**



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**Name a leader – dead or alive, local or international who was or is an inclusive leader**

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**Do you think you are an inclusive leader?**

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**What is inclusive leadership?**

- Seeks to understand, appreciate and leverage
- Creating an inclusive environment
- Recognise and value

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**Why is inclusive leadership important?**

- Trust**
  - Psychological safety
  - Transparency
  - Open communication
  - Consistency
  - Accountability
- Collaboration**
  - Brings people together
  - Diverse perspectives
  - Problem-solving and innovation
- Creativity**
  - Embrace diversity of thought
  - Encourage risk-taking
  - Adaptability

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## Group discussion

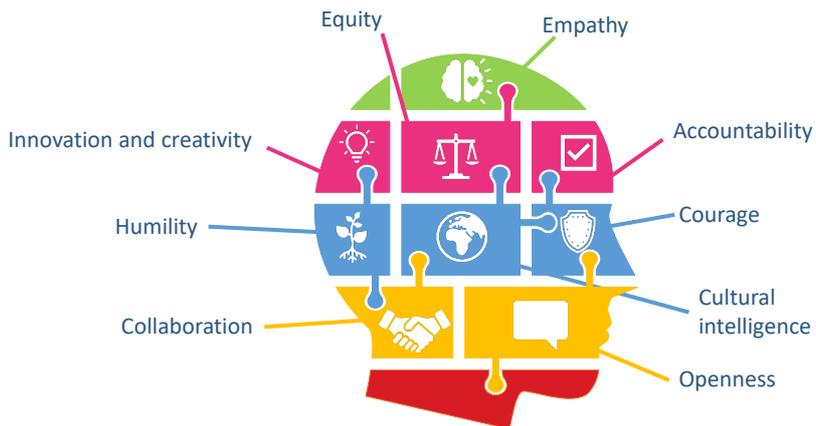


# What traits does an inclusive leader have?



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## Core traits of inclusive leadership



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# Group discussion

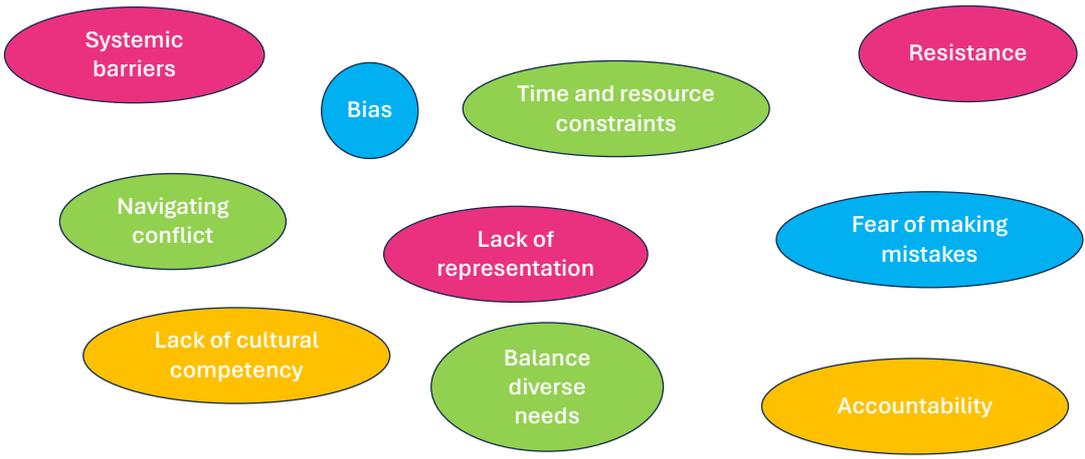


**What challenges do you face or have you faced in trying to be an inclusive leader?**



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# Challenges to inclusive leadership



- Systemic barriers
- Bias
- Time and resource constraints
- Resistance
- Navigating conflict
- Lack of representation
- Fear of making mistakes
- Lack of cultural competency
- Balance diverse needs
- Accountability



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## How to overcome challenges

-  Increase self-awareness
-  Engage continuous learning
-  Open communication
-  Seek out diverse perspectives
-  Lead by example
-  Accountability
-  Mentor / sponsor



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## Inclusive leadership pledge

- 12-month pilot
- Foster diverse and inclusive environment
- Promote equal opportunities
- Enhance innovation and performance



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## How?

- Sign the pledge
- Engage with training offered
  - *Cultural competency*
  - *Courageous conversations*
  - *Compassionate leadership*
- Agree to sponsorship
- Model inclusive behaviours in meetings
- Feedback

### Inclusive leadership pledge

The aim of inclusive leadership is taking action to create, change and innovate while balancing everybody's views and needs.

Inclusive leaders have the courage to take conscious steps to break down barriers for all people in society.

They actively seek difference, invite and welcome everyone's individual contribution, and take steps to seek out full engagement with the processes of decision-making and shaping reality.

Inclusive leaders should:

- Remain approachable and accessible, creating safe spaces and a sense of belonging for all colleagues
- Always challenge exclusion
- Seek a diverse range of voices in decision making, and consider the sensitivities in doing so
- Demonstrate kindness to everyone, take time to know colleagues and show an interest in who they are
- Show respect at all times
- Support and empower colleagues, encouraging them and recognising good work while providing constructive feedback
- Listen actively and ensure colleagues feel heard, considering all views and needs towards enabling justice
- Remain judgement free
- Act to create change and innovate, being visible, vocal and courageous in making things better for all

I pledge to model inclusive leadership through this set of behaviours in both my day-to-day interactions with colleagues, and in my strategic role when challenging structural inequality to create change.




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## Want to take part?



### INCLUSIVE LEADERSHIP PLEDGE FORM



Thank you for your commitment to inclusive leadership. Please scan the QR code by opening up your camera on your smartphone to officially pledge as an Inclusive Leader.





### INCLUSIVE LEADERSHIP SPONSEE/MENTEE

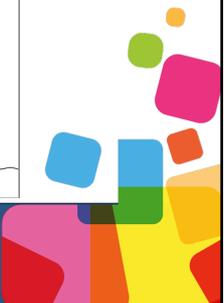


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**What will you do now to become an inclusive leader?**

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**Questions?**

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We'd love to hear your thoughts.

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