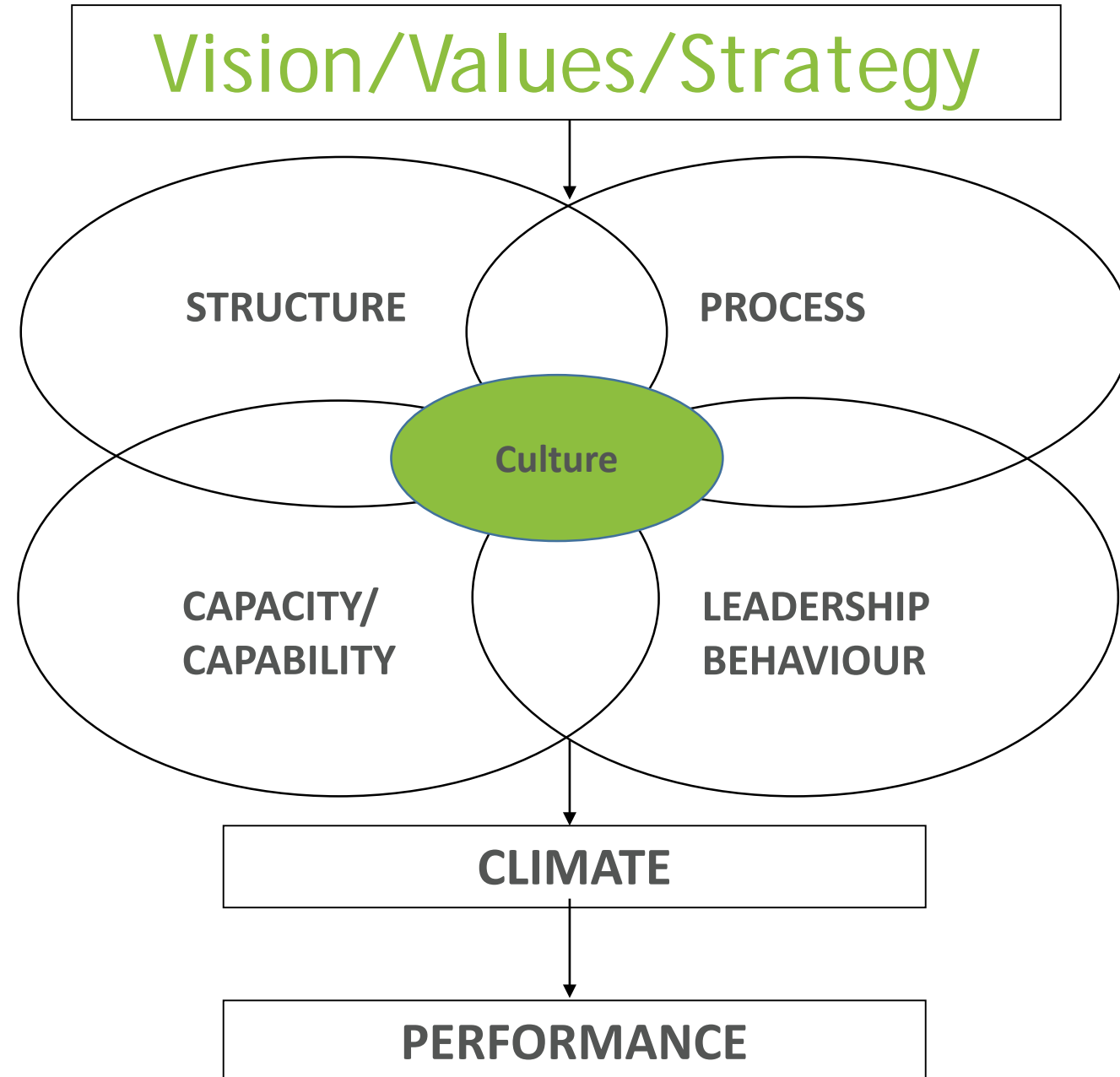


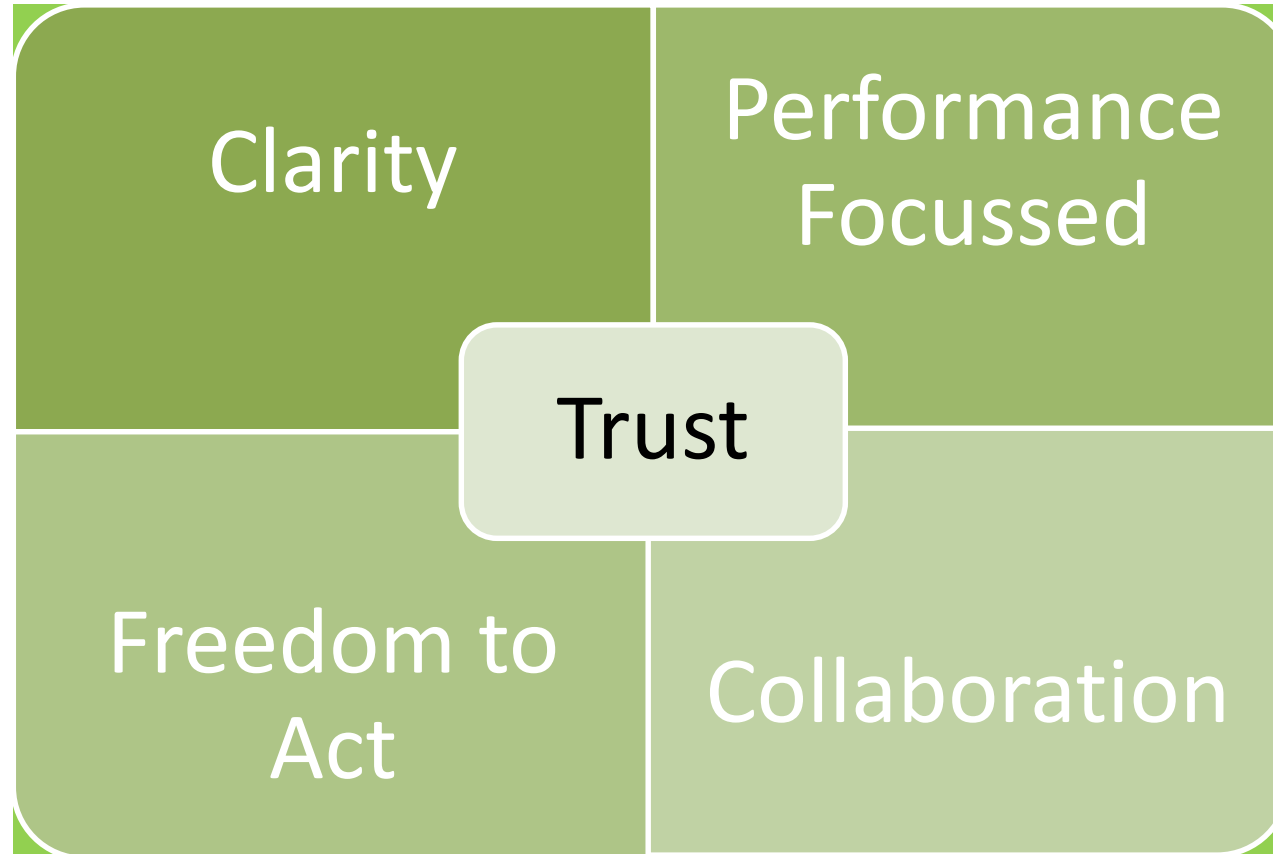


HDN Inclusive Leadership

Collette King
13 June 2017

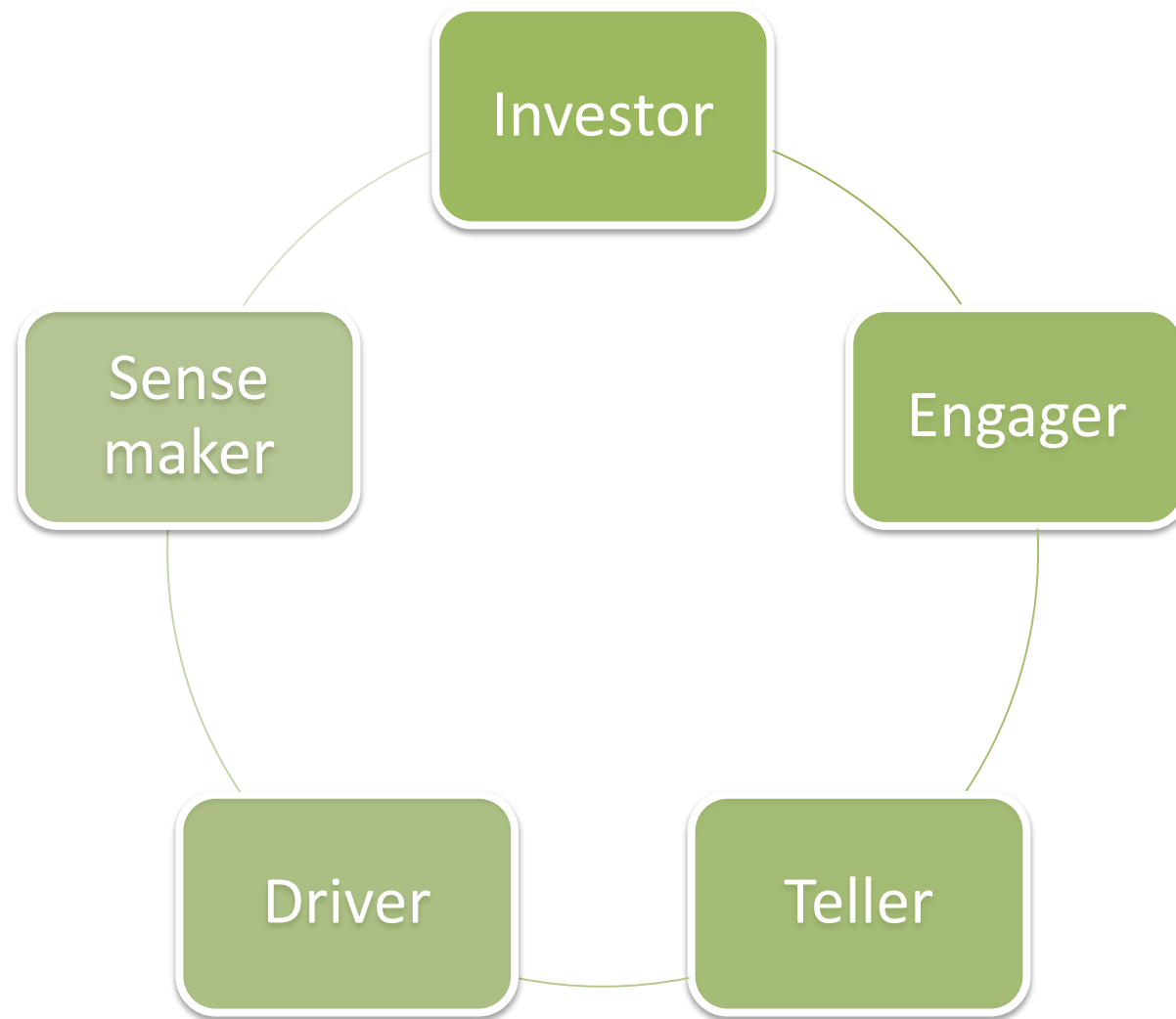


Climate



Leadership styles impact climate. Climate can be measured and climate predicts performance. How do you impact climate in your team?

Leadership Styles



Inclusive Leadership

Inclusive leadership is a core business enabler and EY have developed a model which reduces bias in thinking and develops Inclusive Leadership. It is based on 3 principles:

- **Think inclusively** by seeking, valuing and leveraging different perspectives to achieve successful outcomes
- **Learn inclusively** by eliciting and using feedback from all directions
- **Act inclusively** by creating a shared identity for their teams while respecting differences

How can you become a more inclusive leader?



We know how important inclusive leadership is to businesses looking to thrive in this ever-changing world of work, but how can you gain an understanding of your personal current level of competency in this area, and identify areas in which you need to improve?

- Below are some key points. Ask yourself these questions to identify where the shortcomings are within your inclusive leadership agenda.
- **Idealised influence** – Do you / your leaders provide an appealing vision which inspires diversity of thinking and being?
- **Unqualified acceptance** – Do you / your leaders show acceptance of everyone without bias?
- **Empathy** – Do you / your leaders appreciate the perspectives of others and endeavour to understand how others feel?
- **Listening** – Do you / your leaders listen to the opinions of diverse groups?
- **Growth** – Do you / your leaders provide opportunities for all diverse employees to realise potential, make autonomous and unique contributions and progress with the organisation?
- **Awareness** – Do you / your leaders have self-awareness of how preconceived views can influence behaviour towards others?
- **Stewardship** – Do you / your leaders show commitment to leading by serving others for the good of everyone rather than for self-gain?

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- The ENEI's 2016 report, *Inclusive Leadership...driving performance through diversity*, outlined a list of fifteen leadership competencies
- <https://www.enei.org.uk/diversity-inclusion/inclusive-leadership/>

What are the real questions for today's business leaders?



- Are you aware of how you show up to others?
- Do you actively challenge bias thinking in decision-making?
- How do you work to move outside of your comfort zone and connect with people who are and think differently to you?
- Are you brave enough to stand up, stand out and challenge the status quo?
- There is a lot of advice and support through the ENEI's existing resources, plus some of the recent Hays Diversity articles, including the below:
- How to encourage 'Inclusive Leadership' in your organisation
- Changing the recruitment lens: How to find untapped talent
- How to overcome the disconnect between management and employees
- Why diversity isn't a hindrance to efficiency
- 5 ways to boost your bottom line through diversity