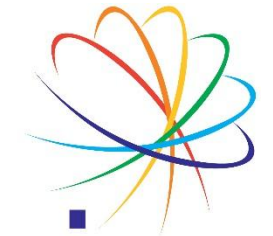


Inclusive Leadership ... Driving performance through diversity!

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Employers Network for Equality & Inclusion



Leadership in organisations matters

Traditional styles of leadership:

- Individualistic
- Hierarchical
- Command and Control
- Surrounded by similar types

Results in:

- Groupthink
- Confirmation bias

Impacts:

- Engagement
- Motivation
- Innovation
- Insight
- Performance

Research Aims



- 1. A robust model and definition of IL**
- 2. The extent to which IL is prevalent in organisations**
- 3. The perceived impact of IL:** The extent to which diverse people are valued and the presence of IL affected self-perceptions of productivity, satisfaction and engagement
- 4. The individual, situational and strategic context for IL:** The extent to which organisation's strategy and ways of working impact IL and the associated influence

Inspiring others

A robust definition of Inclusive Leadership:

Leaders who are aware of their own biases and preferences, actively seek out and consider different views and perspectives to inform better decision-making. They see diverse talent as a source of competitive advantage and inspire diverse people to drive organisational and individual performance towards a shared Vision.

A new model of Inclusive Leadership has emerged supported by 15 distinct competencies

- Individualised Consideration
- Idealised Influence
- Inspirational Motivation
- Intellectual Stimulation
- Unqualified acceptance
- Empathy
- Listening
- Persuasion
- Confidence Building
- Growth
- Foresight
- Conceptualisation
- Awareness
- Stewardship
- Healing

A new Inclusive Leadership assessment tool

- 15 Competencies
- 45 Behavioural Indicators