

Inclusive Leadership

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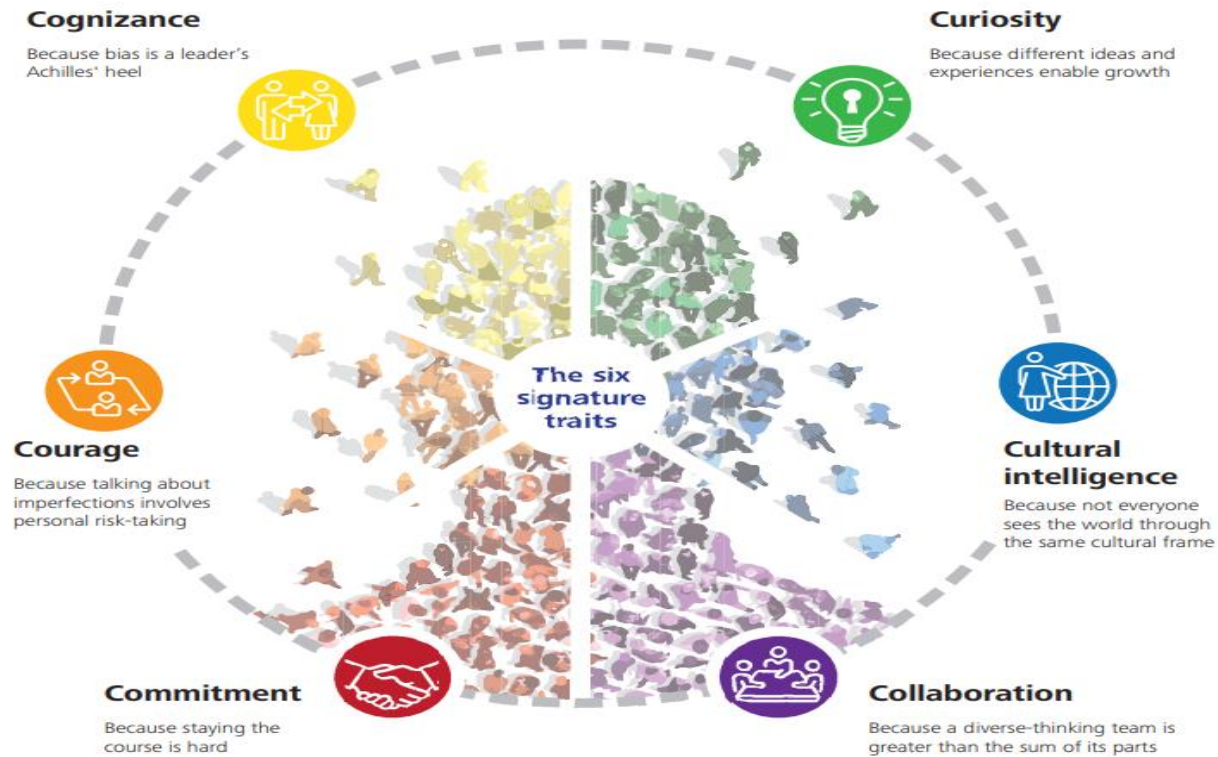
What is it?



- It's a way of behaving
- Its listening to different opinions and perspectives and showing a willingness to act on them
- Its consistently challenging behaviours and practices that exclude other members of the team
- Its ensuring colleagues respect and support one another
- It doesn't rely on assumptions or stereotypes for managing and leading
- It's the opposite of the 'heroic' leader

Managing with inclusive leadership

Figure 1. The six signature traits of an inclusive leader



Graphic: Deloitte University Press | DUPress.com

Inclusive leadership in action



NHS – WEST YORKSHIRE & HARROGATE PARTNERSHIP

- Covid highlighted issues of workplace inequality
- A new inclusive leadership framework for individuals and management systems led by the Leadership Academy



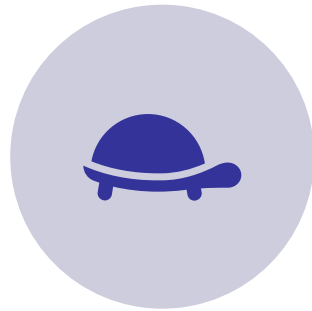
LONDON BOROUGH OF HACKNEY

- A programme entitled “changing our mindset to better serve our communities” using inclusive leadership
- Creating a more representative council at all levels

Tips to be an inclusive leader



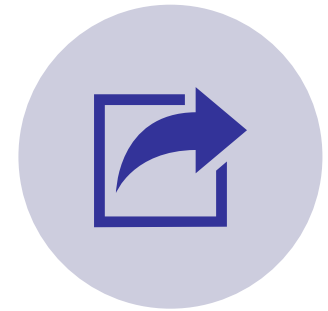
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