Inclusive Leadership

Wendy Ramshaw

ED&I Specialist

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Would you speak up?

Can we create organisations where people are willing to tell us what we don't know?

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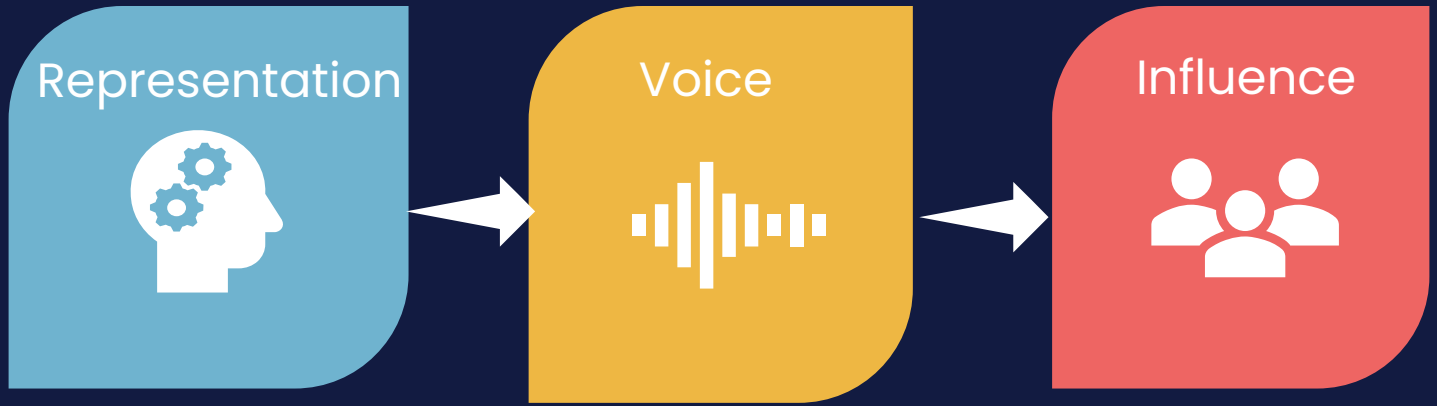
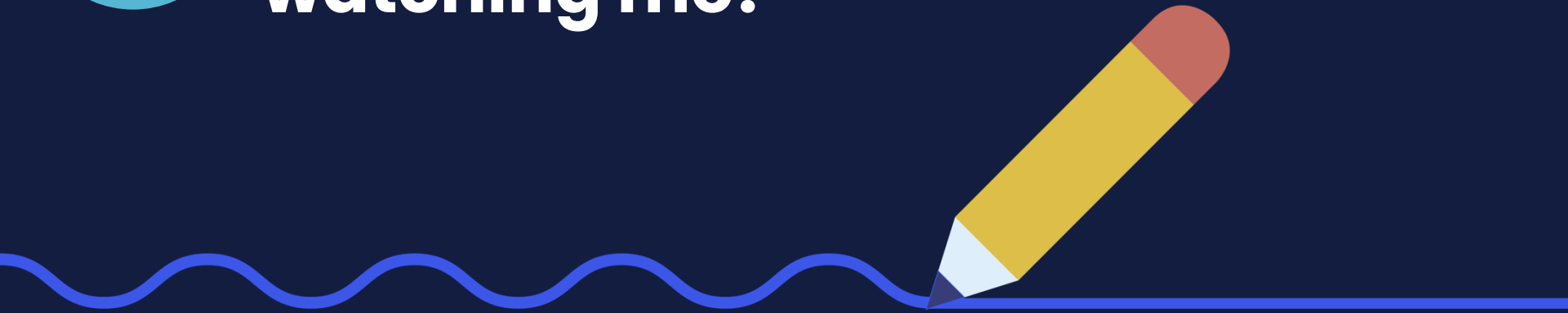


If we invite perspectives but nothing changes as a result, how inclusive are we really being?

1 Role model: what do people learn about inclusion watching me?



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BELONGING

+

UNIQUENESS

=

"I belong here"
"I can still be me"

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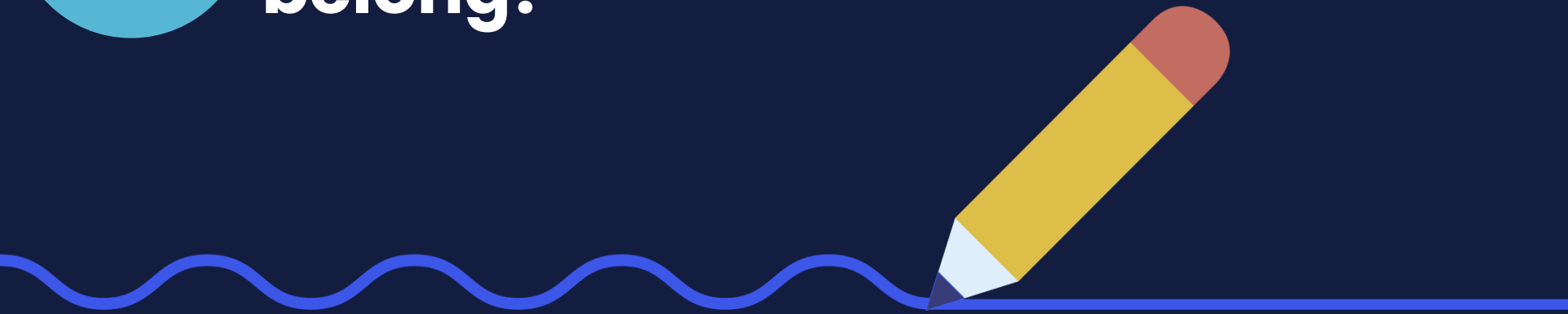
2 Create Space: can people contribute, challenge and belong?



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PAUSE

What might I be assuming?

INCLUDE

Who sees something I don't?

DECIDE

What does that information tell me?

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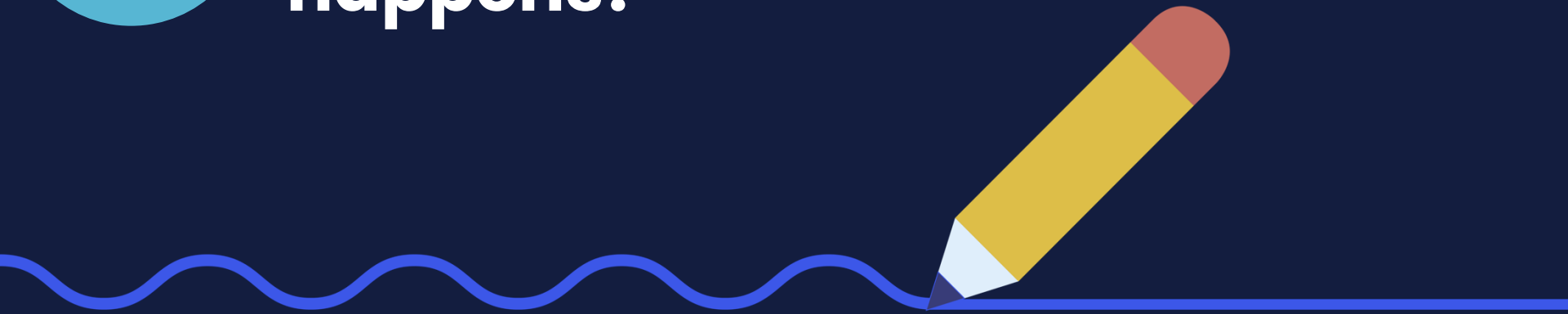
3

Make it Count: Does inclusion influence what happens?



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The Pressure Test

When it's easy	When it's inconvenient
→ Inclusion is on the agenda	→ There's an urgent decision
→ Everyone has time	→ Everyone is under pressure
→ Leaders are being observed	→ Nobody is watching
→ People agree	→ Someone challenges the leader
→ EDI is visible	→ Operational priorities dominate


Delivering
inclusion


Designing
for
inclusive
leadership

- **Risk management** → create an environment where people speak up.
- **Safety and quality** → make it possible to question decisions and raise concerns.
- **Performance** → make sure people can contribute fully.
- **Innovation** → create space for challenge and different thinking.



Final thoughts

What are we asking leaders to do differently?

What are we doing to make that possible?

What evidence will tell us it has changed?



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