

## Inclusive Leadership: Are you Fit for Purpose?

On Monday 6<sup>th</sup> March, Johanne Malin from the Inspirational Development Group (IDG) held a breakfast session for the British Business Group at the Roda al Murooj hotel. She discussed Inclusive Leadership and the themes around it.

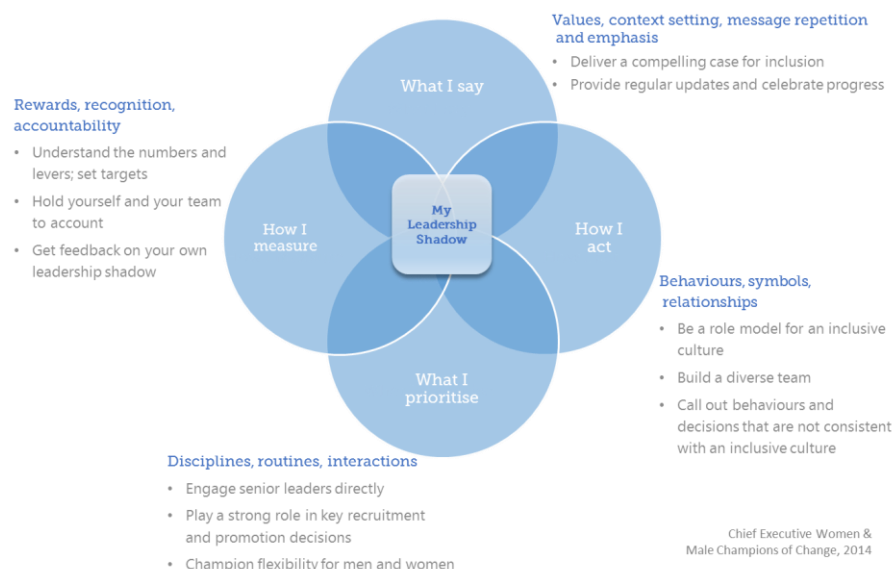
Johanne spoke about how Inclusion is 'the extent to which all employees are engaged in the mission and operation of the organisation' and how it helps us gain competitive advantage in today's volatile, uncertain, complex and ambiguous operating environment. She discussed how it is not about involving everyone in everything; it's about creating an environment where everyone, irrespective of their differences, can bring their best game to work every day.

Key points on what Inclusive organisations do to be considered as Inclusive:

- Ask for input from the people affected or involved
- Make sure the right people are doing the right work at the right time
- Create collaboration throughout the organisation to:
  - Solve problems
  - Make decisions
  - Set objectives
  - Improve performance, products and services

She stated that If we truly want to drive change within our organisations we must start with an examination of ourselves. As leaders we must make sure we're setting an example and showing people how the right behaviours make a difference – are we really walking the talk?

Johanne also touched on 'The Leadership Shadow' and how it is a great model for self-assessment and helps us influence others around a change agenda. The model was developed in Australia by a group of CEOs called 'Male Champions of Change' (MCCs). In 2011, they collaborated with a group called the Chief Executive Women (CEW) to accelerate women's advancement and we use the model they developed to help you champion the need for a more inclusive workplace. Use the model to ask the big questions, discuss approaches and develop strategies:



IDG is a global leadership and management performance consultancy working with countries, corporations and enterprises to deliver sustainable change in individual, team and organisational behaviour.

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