

The logo for IGD, consisting of the letters 'IGD' in a bold, white, sans-serif font. The letters are positioned over a diagonal split background of dark purple and orange.

## Inclusion and Diversity

Inclusive Leadership

## Inclusion & Diversity: Inclusive Leadership

This workbook complements the Inclusive Leadership webinar and has been developed to assist you with your learning throughout the session and beyond. Please use it to capture your thoughts (and lightbulb moments!).

### In this session we will be looking at:

- What is Inclusive Leadership?
- Managing V's Leading
- Defining Inclusion and Diversity
- FLAME Framework
- Bringing In Change



### How would you define Inclusive Leadership?

## Inclusion

Aiming to include and integrate all people and groups in activities, organisations, political processes etc, especially those that are disadvantaged, have suffered discrimination, or are living with disabilities

Dictionary.Com

## Leader

The position or function of a leader, a person who guides or directs a group.

## IGD

Inclusion helps drive community spirit, social cohesion and fosters talent so everyone can be the best and most authentic version of themselves.

## Managing V's Leading

	Managing	Leading
Vision		
Focus		
Asks		
Planning		
Value		
Appeal		
Communicates		
Responds		
Thinks		

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**Where does your need to be more inclusive stem from?**

*Space for your notes:*



**And, what is the opportunity?**

*Space for your notes:*



## Discussion Time

**Inclusion, please share your experiences on the following questions:**

- When have I felt that I didn't fit in?
- How did that make me feel?

### Setting up:

- Say hi 😊
- Take 1 minute each to answer question 1
- Listen with curiosity-everyone's story is unique
- Take 1 minute each to answer question 2
- Share in the chat when you return any themes or points of interest that came out of your conversations



*Space for your notes:*

## The FLAME Framework



“

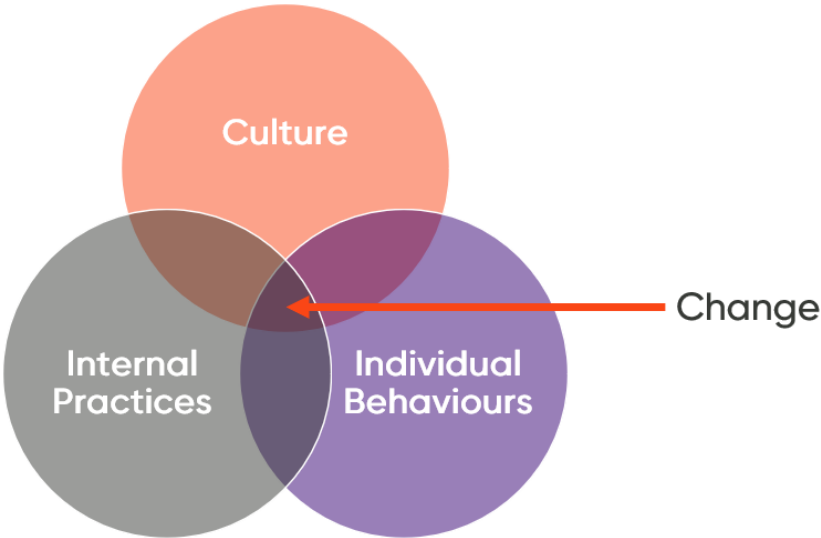
Allow the fires of transformation to burn away all that doesn't serve you

”

Heather Ash Amara

	Your Notes
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**Bringing In Change**



*Weiss, D.Molinaro-Leadership Solutions Model*

	Your Notes	Your Opportunity
Culture		
Internal Practices		
Individual Behaviours		

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## Next Steps

Take some time to think about your own inclusive leadership.

Thinking about what we have shared in this session:



**What will I do differently after what I have heard today?**

**Who can I ask in my business for more information?**

**My tip - use the FLAME framework as a discussion point**

### IGD's top tips:

- Define what diversity and inclusion means for your team
- Identify your strengths and areas for improvement
- Lead from the top
- Set targets and measure progress
- Foster an inclusive culture and mindset
- Educate and support your team
- Identify and prioritise interventions
- Share success stories
- Learn from others
- Keep diversity and inclusion high on your teams agenda

**To find out more on this topic from IGD visit our website: [Inclusion and diversity](#)**