Bailey & French.

Creating cultures of inclusive leadership

Creating cultures of inclusive leadership

When it comes to creating inclusive organisations, leadership really matters. According to 2020 research published in the Harvard Business Review.

What leaders say and do makes up to a 70% difference as to whether someone reports feeling included at work.

And individuals that feel included are more engaged, motivated and productive.

As the world of work continues to change, so must our leaders.

Research from Australia's UNSW Business School and Deloitte Australia has identified six key traits shared by inclusive leaders...

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&F

A visible commitment to diversity

Including challenging and holding others to account where necessary

Humility

Being comfortable in what they don't know, creating space for others, and admitting mistakes

Awareness of bias

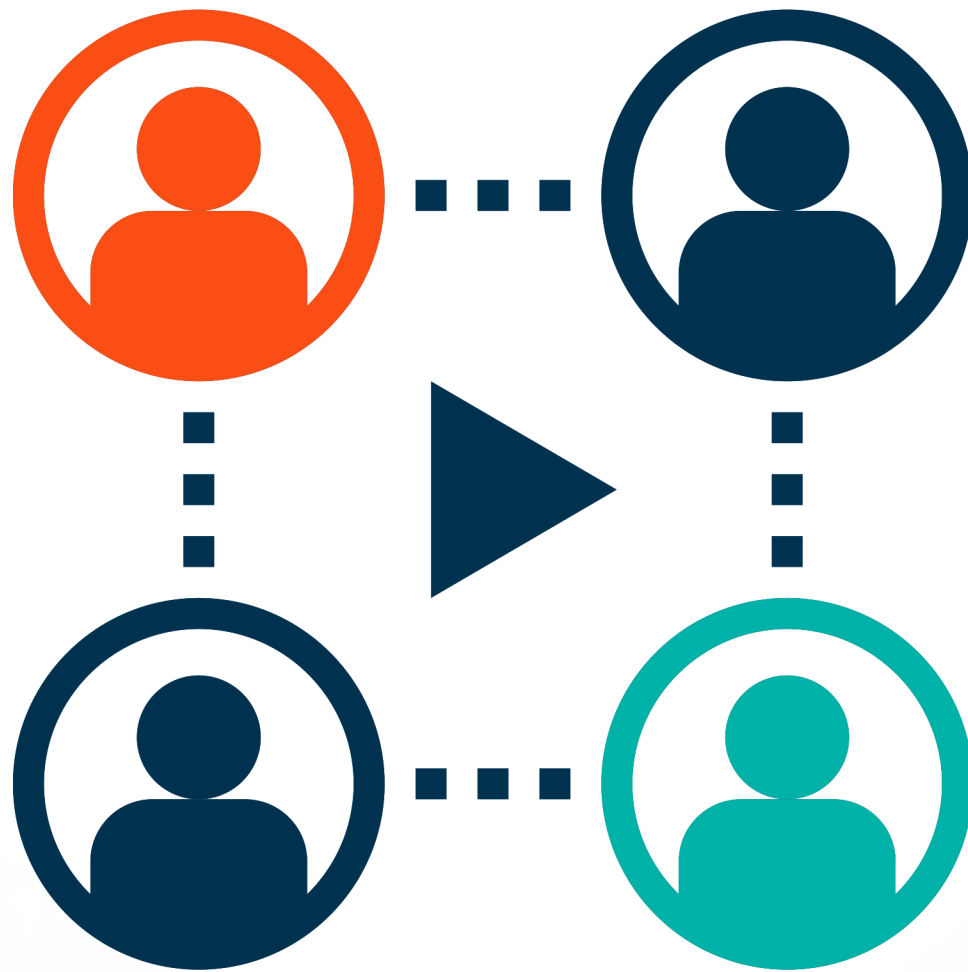Both personally and within the system,
and working to change it

Curiosity about others

A genuine desire to listen and learn about, and from others, delivered with empathy

Effective collaboration

A focus on psychological safety and team cohesion