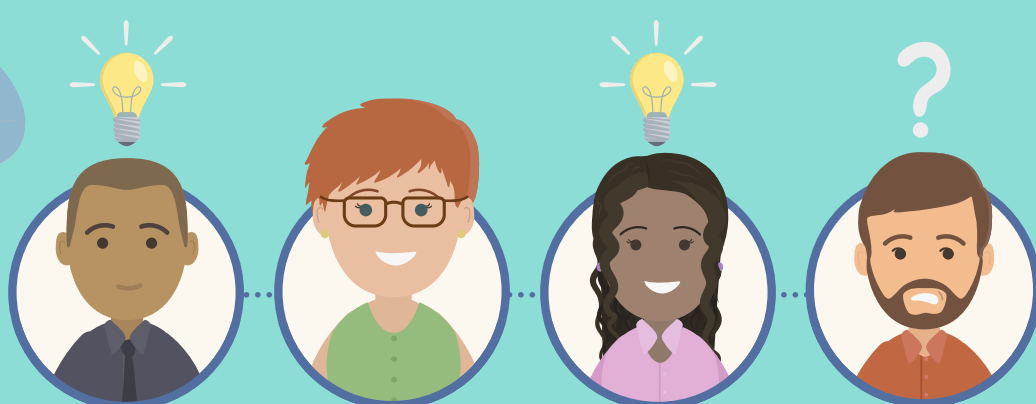


# INCLUSIVE LEADERSHIP



Inclusive leadership is a management style where everyone gets to contribute to the direction of the group.

**FORGET:** BOSS OVER EVERYONE!  
**THINK:** LEADER ALONGSIDE EVERYONE!

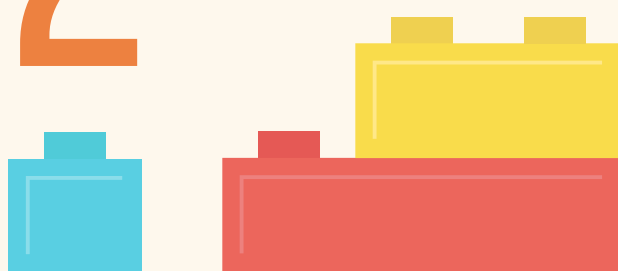


It's useful, because if a leader struggles, more people can help.

**1** It also encourages diversity, since if people all think alike, they'll get stuck on the same solutions.

**2**

Different people with different ideas results in innovation.



A4 fold line

A4 fold line

**3** Plus, it helps employee engagement – people feel a part of a company or team's achievements, rather than a cog in a machine.



Want to apply it where you work?  
Remember EACH.

**E**

**Empowerment.** Giving your team members the conditions and the confidence they need to get involved, and to excel.

**A**

**Accountability.** Holding yourself and your team members responsible for all performances within their control, both positive and negative. It shows confidence in your team and transparency about your leadership.

**C**

**Courage.** It's not easy ceding control or being open as a leader. It takes courage, and it requires trust. You've also got to trust that your team are all focussed on achieving the same goals.

**H**

**Humility.** Gotta be humble to admit mistakes and ask for help, and that's a big part of inclusive leadership. Can't pretend you know everything, like a lot of managers, and neither can your team. That communicates to your staff why you need to be inclusive.