

LEADERSHIP TRAITS of a MODERN CHANGER

1. Broaden the pond

- If you keep fishing from the same pond, you'll keep catching the same fish
- Diversity in the workplace should reflect what you see out there in the world
- When you're recruiting, think culture add, not culture fit

2. Be empathetic

- Understand that everyone's journey and life experiences are different
- For some, coming to work as their whole self is risky, whilst for others returning to work after Covid is a challenge
- Communicate from a place of empathy, not pity or judgement

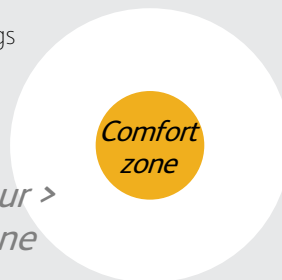
3. Equality and Equity are different

- Don't treat people the same, if you do, you're disadvantaging most people because everyone has different needs
- Equity is about giving people what they need as individuals so they can succeed

4. Push past your comfort zone

- It's only when you face tough things and risk failure that you grow

Outside your >
comfort zone



- The more you step outside your comfort zone the larger it becomes and the more you grow

Outside your >
comfort zone



5. The cake analogy

- In many organisations, diversity only goes as deep as the top layer. It needs to be at every level, from entry-level to the board
- It's not about quick wins, but big, long-term and systemic changes

6. Have a helpful mindset

- We have around 50,000 thoughts a day and 80% are negative. Be aware of your negative thought patterns so you can do something about them (self-reflection, meditation)
- Winge and move on
- Focus on small achievements – we are all capable

7. Unconscious biases... we all have them

- Unlearning our own biases is a process and you will make mistakes along the way. Be kind to yourself, learn and move on
- Tactics to help in the workplace: training opportunities, personal reflection, new hiring processes
- **Complete the SBS Inclusion Course**

8. The problem is not the system, it's us!

- Every time you challenge your own unconscious biases, you're changing the system

9. Coach through questions

- Be an upstander not a bystander: Don't let fear hold you back from doing the right thing and making the changes you want to see

10. Are we ready?

-For people to bring their whole selves to work? Maybe not
- As a company it's our responsibility to be open and honest, identify the internal shortfalls that set people up to fail, provide training and have the conversations we need to have to become ready