

Modern changers get on with doing the hard work

The MFA 5+ Inspiration Series events kicked off with a bang, attracting more than 360 attendees in Sydney and Melbourne who were inspired and challenged by our keynote speakers.

Titled *'Leadership Traits of a Modern Changer'*, the session focused on how leaders can make genuine, impactful changes.

Here, members of the MFA 5+ community share their key lessons from the presentation of our first keynote speaker, **Sonia Harvey, Head of Diversity, Equity and Inclusion at BP Asia Pacific.**



Equality versus equity: learn the difference

Nick Bauer, Group Strategy Director, Spark Foundry

Sonia's message around the difference between equality and equity – and why you can't have one without the other – resonated most strongly with me. Sonia argued that when leaders say they treat everyone equally, they're actually disadvantaging most people. And that's because everyone has different needs and abilities. If you give everyone the same thing, it's only going to work for one person.

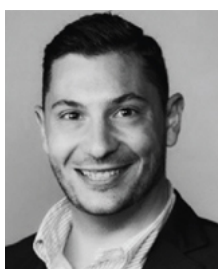
The example she used of providing everyone with the same size bike, but not considering if they were older, younger or disabled reinforced the reality that equality isn't as straightforward as we might like to think. Equity is about making sure what we give people fits their needs and sets them up for success.



Diversity is pointless without inclusion

Erin Pugh, Head of OMD Create Melbourne

Sonia used an image of a cake decorated with colourful sprinkles on the outside, and layers of one flavour on the inside to demonstrate why diversity shouldn't just be sprinkled around the edges – it has to be blended into every level of your organisation. It's a reminder that while hiring diverse people for entry level roles won't cut it when deep down, the fabric of the organisation remains anything but diverse.



Move beyond culture fit to culture add

Marco Vilella, Talent Acquisition Lead, GroupM

I took away several learnings, but the one that resonated with me the most was the point made by Beau that our mind is our most powerful asset. Being aware of your emotions is what's important here. It's okay to have a whinge, but then let's reset and focus on what we can control. Having a positive mindset allows us to push ourselves out of our comfort zones, stopping fear from holding you back and in turn, opens doors to many more opportunities. It was perfect advice, just before I had to step onto the stage to moderate the panel in front of my peers, and it helped calm my nerves.