

# Our Leadership Manifesto

We believe in a leadership stance that encompasses leaders at all levels in organisations, with and without titles, embracing a whole-systems approach.



National Development Team for Inclusion

## We invite the leaders we work with:

To be aspirational and visionary.

To be empowering and inclusive.

To have Human Rights at the heart of their practice and leadership.

To be open to us to coach, facilitate and offer new perspectives.

To seek out feedback, and to give feedback to others in a way that builds trust.

## What leaders can count on from us:

- **To support them in being the best leaders they can and want to be.** To help them balance not having to sacrifice what they believe in because of conflicting demands and agendas.
- **To draw on the best existing and emerging leadership theories** and processes available.
- **A healthy curiosity, and respectful challenge**, when language, behaviour and values do not appear to be aligned with an inclusive, strengths-based approach.

- **Courage in the way we lead and facilitate** - we will seek to be brave, have the bold conversation, and take an ethical stance, without shaming.
- **We will seek to be clear** - by setting out our approach to leadership and designing together how we will work.
- **We will hold ourselves accountable for our impact** - where we 'get it wrong', we will, where possible, circle back and put things right.