



My Leadership Shadow

The path to lasting performance improvement on any priority, including driving diversity and inclusion, starts at the top. What we say; how we act; what we prioritise; and how we measure together determines what gets accomplished (and what doesn't). These four elements make up the Leadership Shadow model, which enable you as a leader, to consider whether the imprint of your words and actions is as clear and powerful as you want it to be.

What will I say? 


Values, context setting, message repetition and emphasis

- Deliver a compelling case for diversity and inclusion
- Provide regular updates and celebrate progress

How will I act? 


Behaviours, symbols and relationships

- Be a role model for an inclusive culture
- Build a top team with a mindset for valuing and supporting diversity
- Call out and challenge behaviours and decisions that do not capitalise on opportunities to build increased diversity (e.g. recruitment)

How will I measure? 

Rewards, recognition and accountability

- Understand the numbers and levers; set targets
- Hold yourself and your team to account
- Get feedback

How will I prioritise? 

Disciplines, routines and interactions

- Engage your senior leaders directly
- Play a strong role in key recruitment and development decisions with diversity in mind
- Champion and promote initiatives driving increased diversity and inclusion

