

# Inclusive Leadership – pre-work

- On the next slide are the draft Womens Utilities Network Inclusive Behaviours
- Please read through these in advance of the next Thrive session
- Also take a look at your own organisation's Behaviours (or Values if you don't have a published set of behaviours) and consider these against the WUN Behaviours.
- They will be quite different so just consider:
  - What is already good about your organisation's Behaviours?
  - Do they feel Inclusive?
  - What is missing and how could you give this feedback?
- We will be discussing all this on Thrive Day 4 😊

# Inclusive Behaviours - draft

## **Invite Diverse Perspectives**

Ask for input from people with different experiences.  
Encourage others to share opinions, especially when they differ from your own.  
Appreciate and acknowledge unique contributions.

## **Understand Through Listening**

Be curious and ask open questions.  
Let people finish before responding.  
Ask questions to understand, not to reply.

## **Notice & Address Bias**

Reflect on your own assumptions and proactively address them.  
Do not accept biased comments or behaviours.  
Take action to support colleagues who speak out about bias

## **Demonstrate Respect**

Treat everyone with kindness and fairness.  
Always call out poor behaviours.  
Avoid interrupting or dismissing ideas.

## **Create Opportunities for Reflection**

Take time to be clear about your personal values.  
Ask yourself how your actions align with your values.  
Learn from feedback and share your insights with others.

## **Empower Through Advocacy**

Speak up for someone who isn't being heard.  
Engage in mentoring programmes for other women or girls.  
Help to raise awareness of/remove barriers that exist for others.

## **Lead Authentically**

Be yourself, it empowers others to do the same.  
Make sure your actions match your words.  
Admit when you don't have all the answers.