

Inclusive & Resonant Leadership

The Key Principles:

Inclusive leadership refers to leadership that includes 'everyone' – people with different cultural backgrounds, experiences and ways of working, ages, sexual orientations or genders, physical abilities etc.

- Everybody's contribution is appreciated.
- Uses inspired innovation involving people at risk of being excluded from society.
- It requires being prepared to give up power.
- Sharing responsibility and tapping into the wisdom of the group in order to benefit everyone.
- Having the courage to take conscious steps to break down barriers for all from various methods of exclusion.
- Appreciates if not thrives on DIVERSITY, invites and welcomes everyone's individual contribution.
- Uses skills to encourage full engagement with the processes of decision making and shaping reality.
- Uses creativity, change processes and innovation whilst balancing everybody's needs.
- Practices self-awareness.
- Having and living a shared vision.
- Building relationships and creating change by valuing the world we live in.



It forms a contribution towards solving both small and big challenges in our complex world today.

Resonant Leadership:

Resonant Leadership is based on a collection of leadership styles that require flexibility and strategy dependent on situation rather than using one leadership style that matches your personality or work style.

“The best leaders don’t know just one style of leadership - they’re skilled at several, and have the flexibility to switch between styles as the circumstances dictate”

Daniel Goleman.

Resonant Leadership aims to create a positive emotional impact using Emotional Intelligence.

Leadership Competencies to develop:

SELF AWARENESS

Emotional awareness: Attuning yourself to your own inner signals, how your feelings affect you and your job awareness. Being able to speak openly about your emotions and your guiding visions.

Accurate self assessment: Know your own limitations and strengths, open to constructive criticism and feedback. Knowing when to ask for help and where to focus.

Self Confidence: Knowing your abilities in order to ‘play to your strengths’. Welcome challenging assignments and demonstrating self-assurance.

Emotional Intelligence is the intelligence required to understand the emotions of the people you lead. You will know this as making sure the basics of relationship skills are met such as establishing rapport and emotional understanding.

SELF MANAGEMENT

Self-control: Possessing ways to manage own disturbing emotions and impulses. Staying calm and clear-headed in high stress or crisis.

Transparency: Live your values. Being authentic with own feelings, beliefs and actions allowing integrity. Admit mistakes and confront unethical behaviour in others.

Adaptability: Able to juggle multiple demands without losing focus or energy. Are comfortable with ambiguities of organisational life. Flexible in dealing with new data or realities.

Achievement: Have high personal standards that drive seeking performance improvements. Pragmatic, able to set goals and calculate risk. Continually learning and teaching better ways.

Initiative: Have a sense of efficacy and excel in initiative taking. Can cut through red tape, bend rules when necessary.

Optimistic: Seeing opportunity rather than threat. Seeing positives and opportunities rather than deficits.

SOCIAL AWARENESS

Empathy: Able to attune to a wide range of emotions, sensing the emotions in a person or group. Attentive listening skills and excellent comprehension skills. Embraces and respects diversity and cultures.

Organisational awareness: Is politically astute, socially networked and able to read key power relationships present, the various guiding principles and that which is unspoken.

Service: Fosters an emotional climate for staff to remain on the right track with clients. Monitors client satisfaction.

RELATIONSHIP MANAGEMENT

Inspiration: Able to inspire resonance with people and move people using a compelling vision or shared mission. Embody what they ask of others and articulates this in an inspiring way.

Influence: Able to use influence to appeal in the right way for a given listeners and knowing how to build 'buy-in' from key people and networks. Persuasive and engaging.

Developing others: Able to cultivate people's abilities, showing understanding of their goals, strengths and weaknesses. Natural mentors or coaches.

Change catalyst: Recognise the need for change, challenge the status quo and champion the new order.

Conflict management: Able to draw out all parties, understand differing perspectives and finding a common ideal that everyone can endorse. Acknowledge and surface the feelings and views of all sides and redirecting toward a shared ideal.

Teamwork and Collaboration: Generate an atmosphere of friendly collegiality and are themselves models of respect, helpfulness and cooperation. Build spirit and identity, forging and cementing close relationships beyond mere work obligations.