

Head, Heart, Hands: The 3 Essentials of Inclusive Leadership

*Inclusion is not a thing you have.
It's a way you live; a way you lead.*

MJ Lace



Equality, Diversity and Inclusion (EDI) is often seen as a matter of compliance - a set of policies and an associated budget. The upshot of this is that organisations seek to do the right thing, but experience:

- + **Low buy-in** – as teams see 'yet another initiative' launched without a compelling vision
- + **Analysis Paralysis** – with measurements that don't make sense, don't connect to job roles, and drive tokenist behaviour
- + **All-talk approach** – founded in good intentions but without the leadership and behaviours that really drive change.
- + **Confusion** – as the organisation struggles to understand the difference between compliance and true inclusion.

MJ Lace has spent over 20 years working with organisations and educational institutions, helping them understand the difference between tick-box compliance and heart-led inclusion, which is led from the top and embraced at every level of the organisation.



Educator, social worker and global leader in disability, MJ speaks frankly about the challenges facing leaders in organisations today as they try to embrace inclusion.

Her keynote presentation 'Heart, Head, Hands' will give audiences:

- + **A different way** to see EDI within your organisation
- + **The inspiration** to create a plan for success
- + **Tools** to move your teams from theory to practice
- + **Recognition** of the balance needed between the three essentials of Inclusive leadership

They will leave the room feeling excited about the possibilities inclusion can offer in their teams and ready to take EDI forward in a new and meaningful way. They will recognise how to tackle new opportunities and work as a team towards success.

"Real leaders know: You lead with the heart, You make sense with the head, And you take action with the hands."

MJ Lace