

Stonewall

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

EMBEDDING INCLUSIVE LEADERSHIP

SARAH CAMPBELL | HEAD OF DELIVERY AND IMPACT | SHE/HER

stonewall



Until 13:00

Rethinking Leadership

“To queer leadership is to transform our state of being and possibilities as leaders and members of the LGBTQ+ community. It is to resist assimilation and reproducing the status quo in favour of building something more nurturing and liberatory.”

MY JOURNEY AS A LEADER

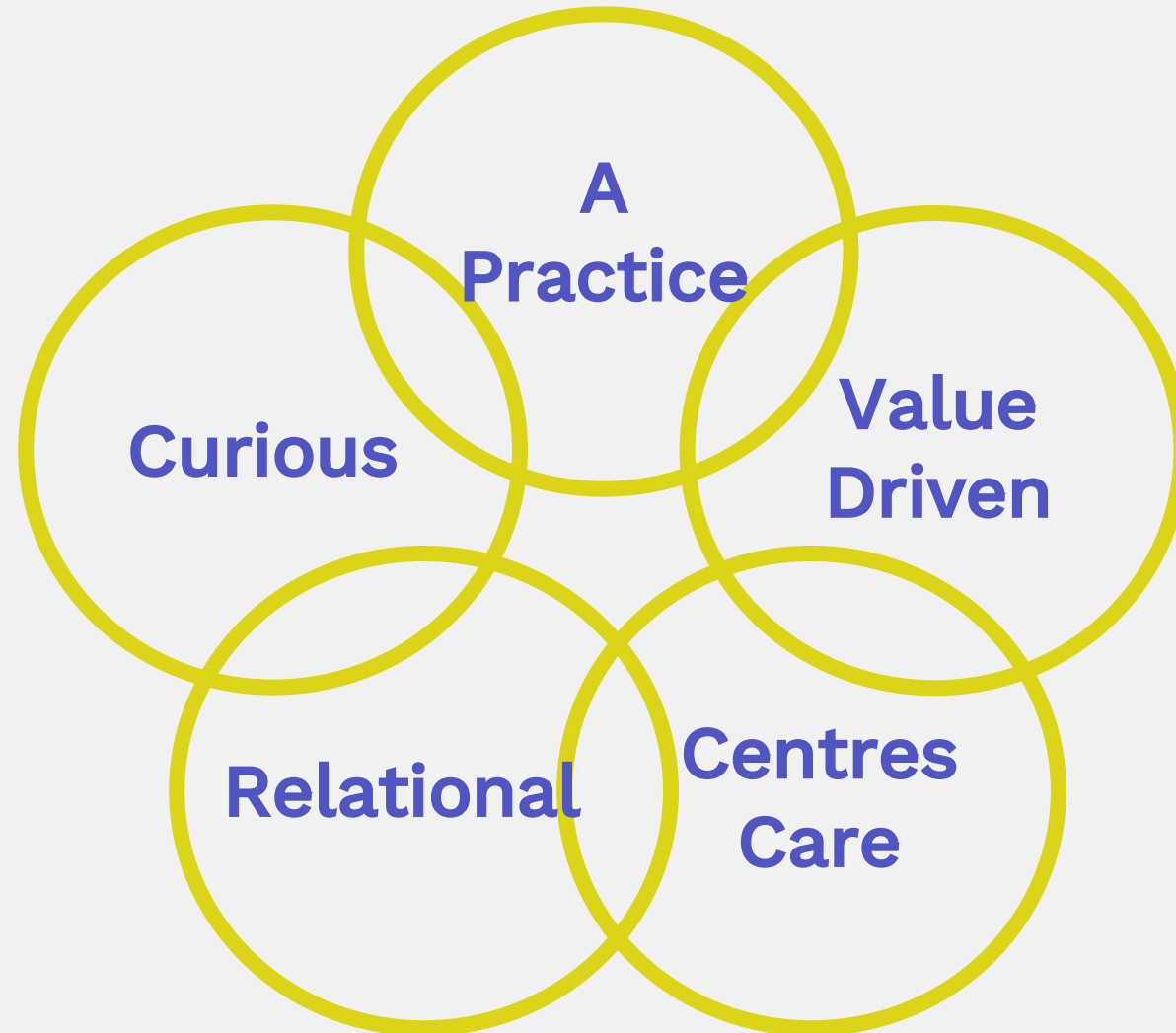
My Journey as a Leader

Individually, think of three key moments that have shaped you as an LGBTQ+ leader and write them down. They can be small things or big things,

For example, mine are:

1. When I met my first openly queer person at a women's conference at my first workplace
2. When I first facilitated for Stonewall
3. When I was first managed by a queer woman

A Theory of Authentic Leadership



Towards a theory of authentic leadership

Working in groups of five, you have **ten minutes** to answer your question in no more than 50 words on your paper.

1. What does it mean to see leadership as a practice?
2. What does it mean to be a value driven leader?
3. What does it mean to be a leader who centres care?
4. What does it mean to be a relational leader?
5. What does it mean to be a curious leader?

Once you're done, stick it up.

Towards a theory of authentic leadership

We'll split into five groups.

Each group will get a component of the theory and be asked

'How would you explain this in 60 seconds?'

You'll have **ten minutes** to come up with your explanation and then the person you select will share it with the group.

Self-Reflection

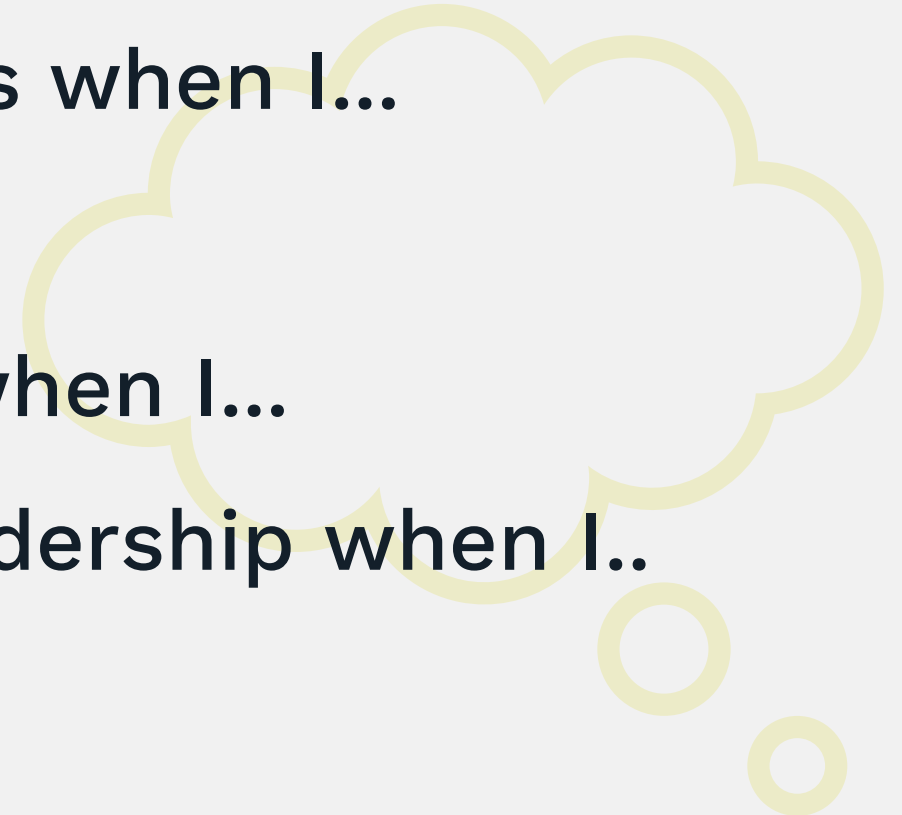
I see my leadership as a practice when I...

I feel most connected to my values when I...

I have centred care when I...

I am at my most curious at work when I...

I have demonstrated relational leadership when I..



**THE STONEWALL
LGBTQ+ LEADERSHIP
PROGRAMME**