



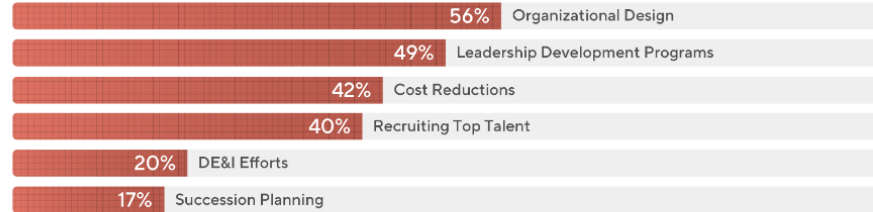
# **How to be an equitable leader so your employees can thrive**



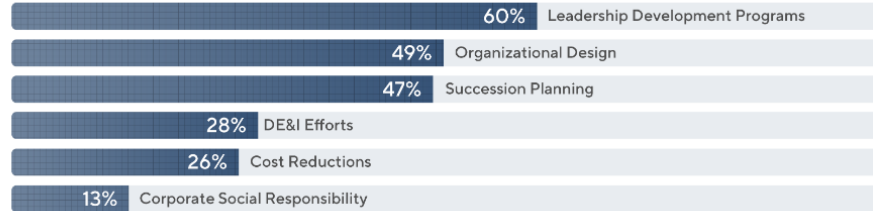
# HR priorities in 2024 (versus last year)

## Top HR Priorities

MID-YEAR 2024

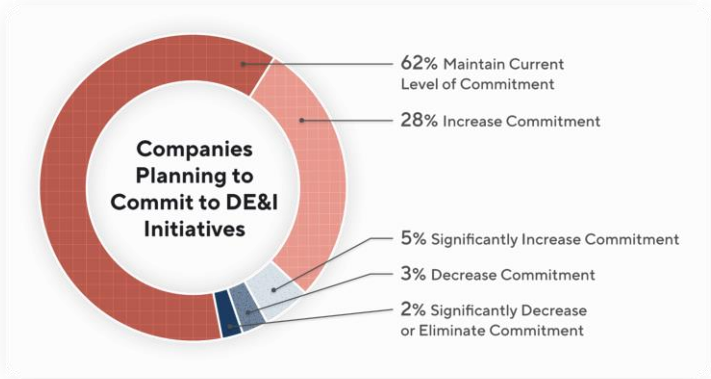


END OF 2023

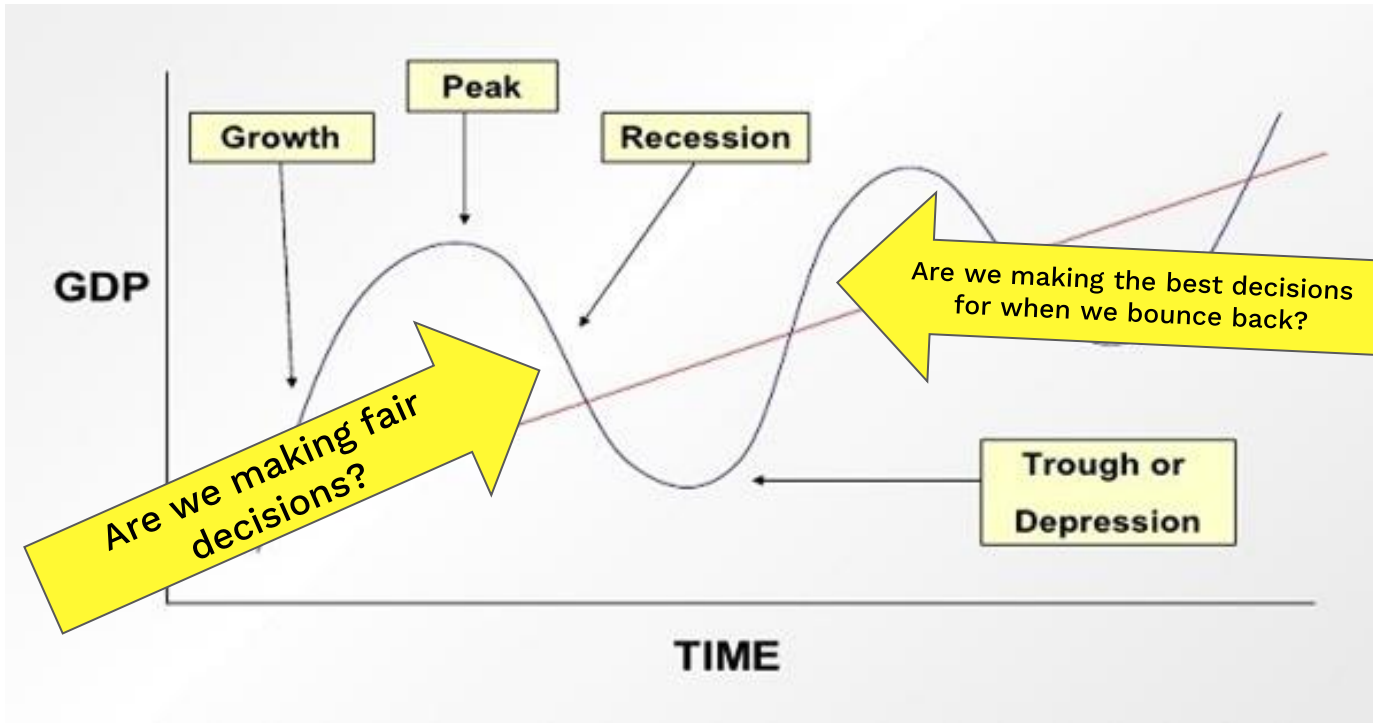


Which People initiatives have your leadership team prioritized so far in 2024?

# HR priorities in 2024 (versus last year)

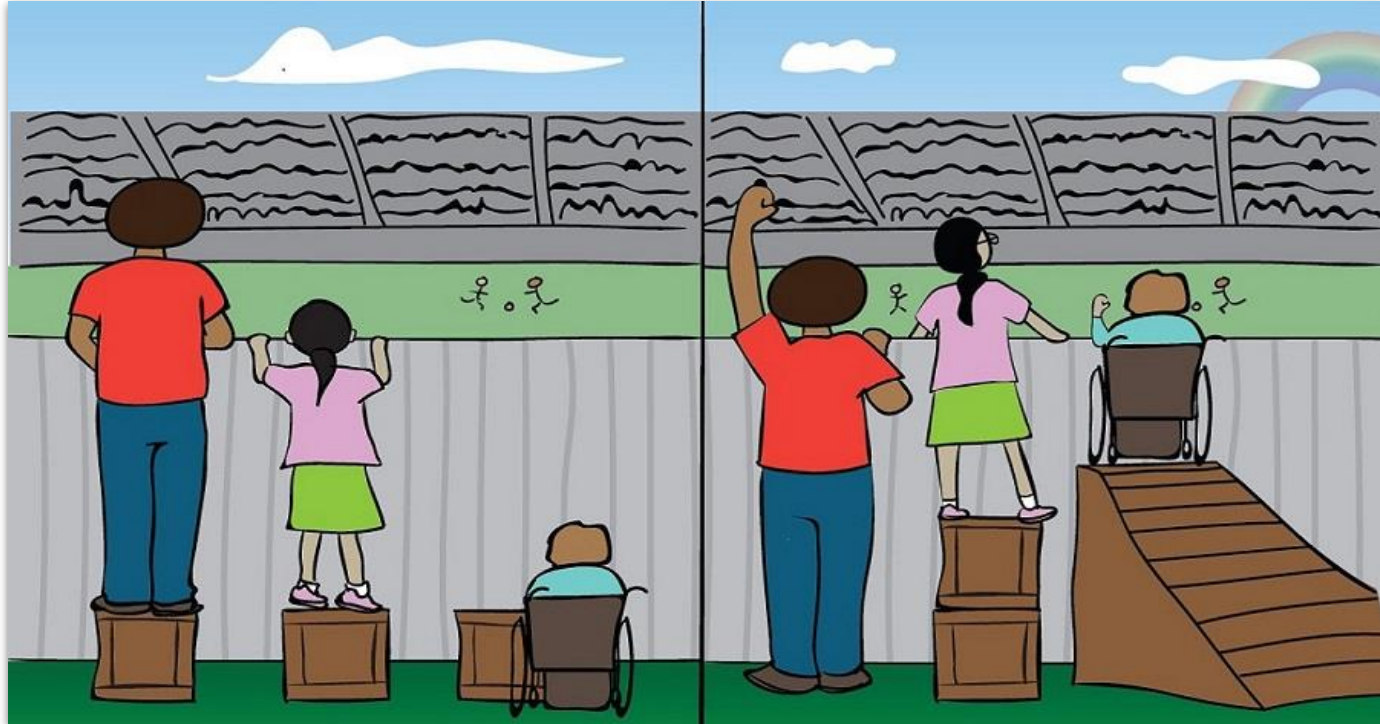


# Natural business/economic cycles

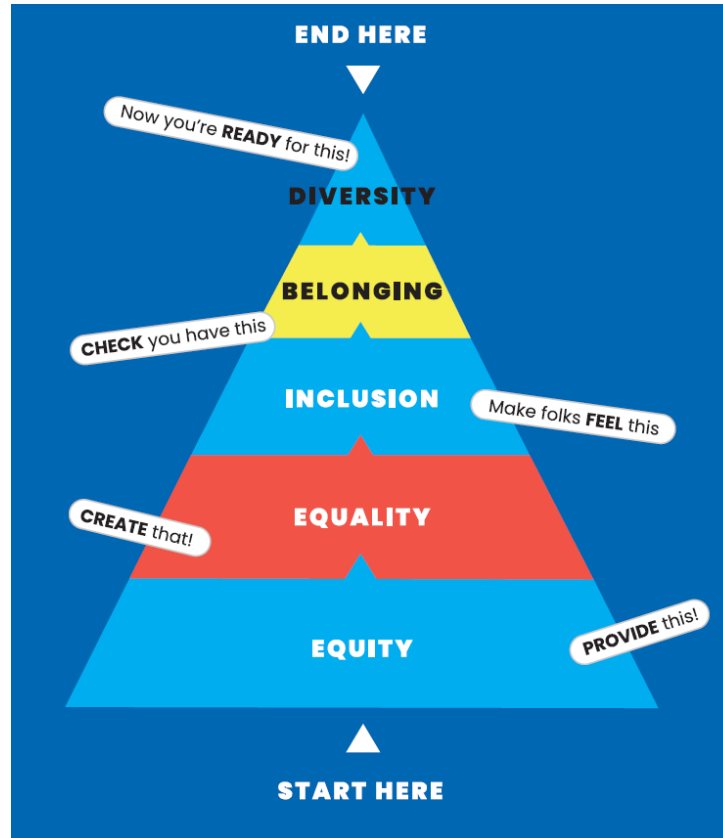


# Equality or equity?

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# Optimising talent: where is your focus?



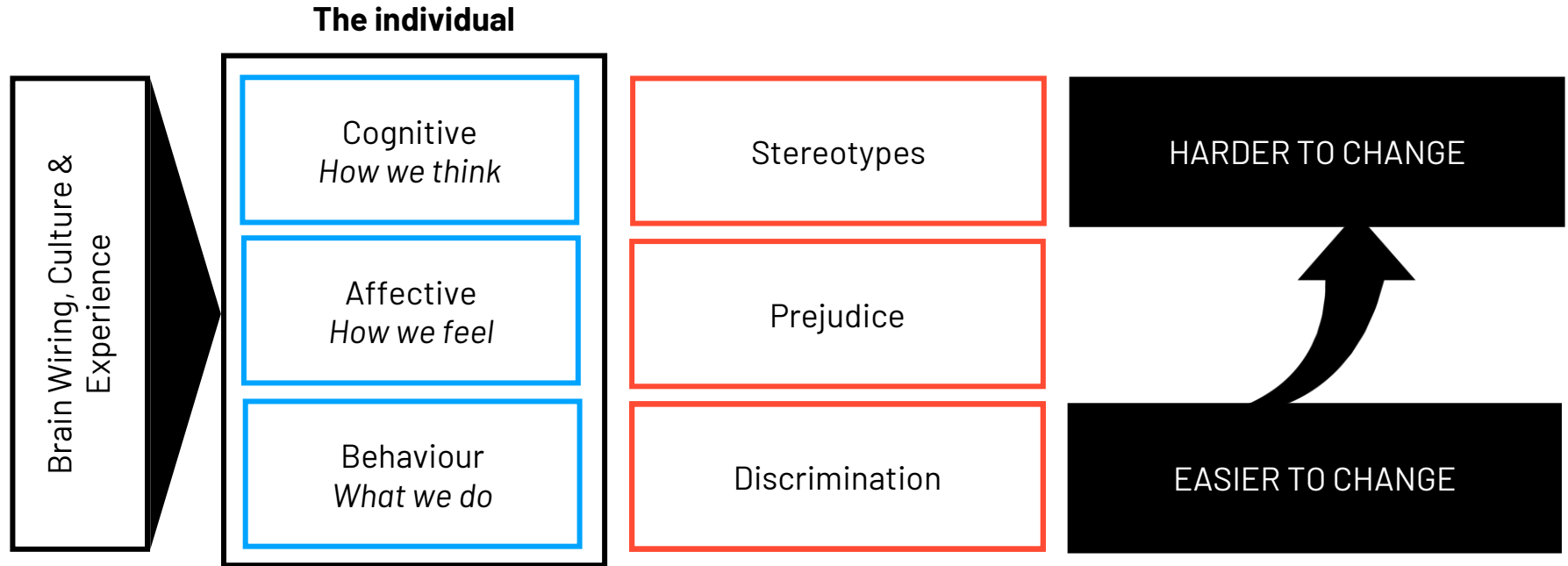
“

**Biases are stories we make  
up about people before we  
get to know them**

Vernā Myers



# How biases manifest + impact





# SEEDS - how does it impact decisions?

NeuroLeadership Institute



**Similarity**

People like me are better than others



**Expedience**

If it feels right, it must be true



**Experience**

My perceptions are accurate



**Distance**

Closer is better than distant



**Safety**

Bad is stronger than good

# Managing diverse teams can feel difficult...

## Impact of diversity on team performance

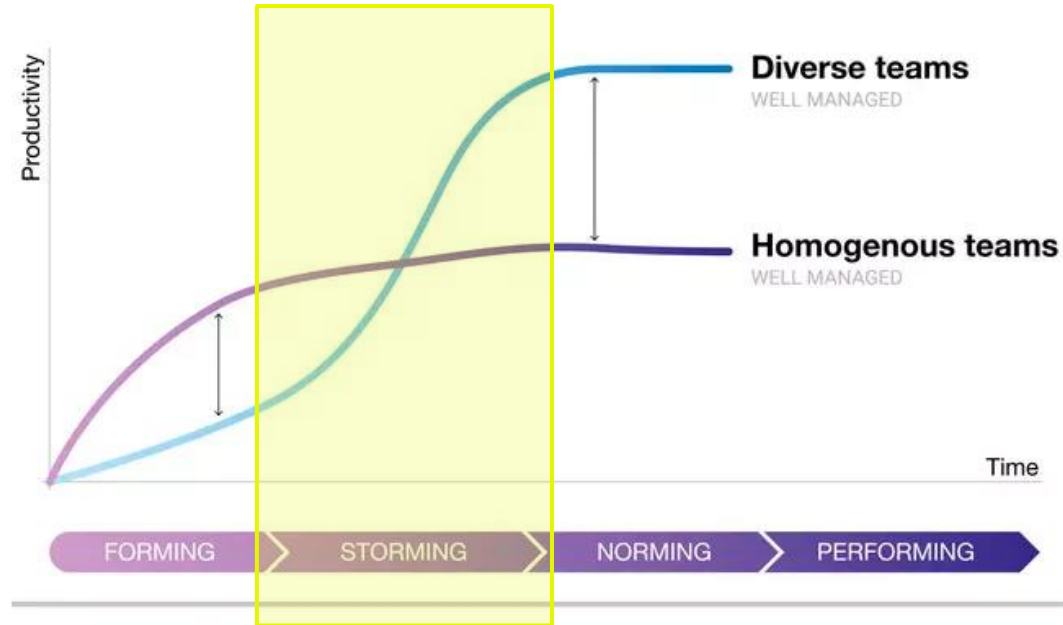


Figure 1: Impact of diversity on team performance  
Source: Korn Ferry Institute, 2019

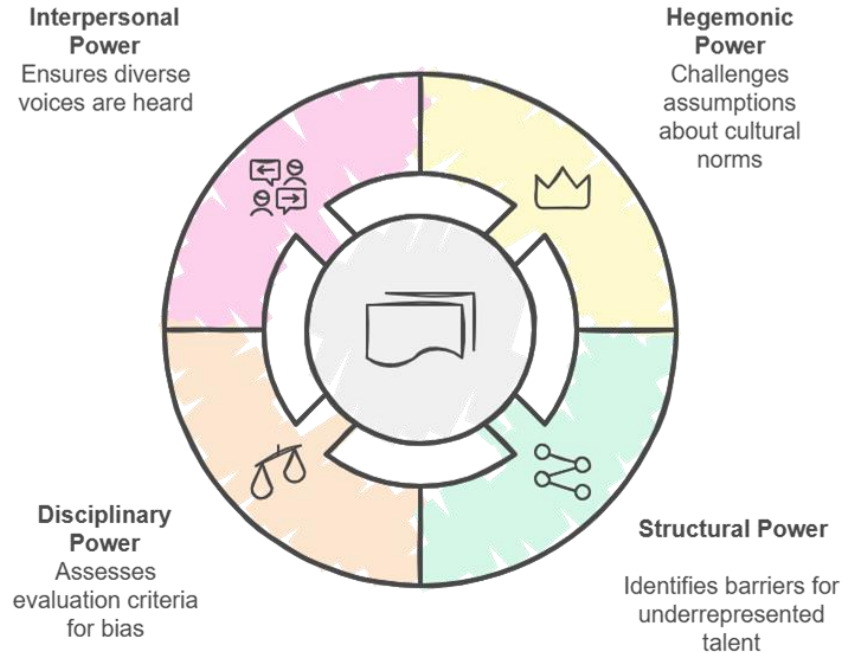
# ...Trust, openness and candour are the foundation of effective performance...

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Graphic inspired by Overcoming the five dysfunctions of a team, based on the concept by Patrick Lencioni by BiteSize Learning

# Addressing power dynamics in organisational design



*The Social Domination Matrix (developed by Patricia Hill Collins)*

# 3 Practical Takeaways

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1. Talk to your SLT about the difference between equality and equity - encourage them to focus on equity
2. Use SEEDS to audit your decisions for bias
3. Discuss how to develop trust/candor and challenge the status quo with SLT

