Inclusive leadership: top down and/or bottom up?

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Delphi Study

RESEARCH AIM

To define inclusive leadership through a consensus exercise.

RESEARCH OBJECTIVE

To identify gaps and opportunities in leadership capacity and capability to meet future global challenges.

METHOD: DELPHI STUDY

Data were collected, analysed and described using a Delphi Study.

Examples of best practice in inclusive leadership globally.

Three rounds: used a Q-sort approach

Fourth round: Comments and examples on final four statements

Delphi Study results

QUALITATIVE DATA

- Objective statements versus personal values
- Visibility as criteria for inclusivity
- Hierarchical interpretation of inclusivity
- Inclusivity as a “way of being”

WAY FORWARD

- Hierarchy as an interpreted, privileged, cultural, gendered concept within inclusive leadership