



Insights Pack

Stay True to You (values & leadership)

Diversity Coffee Connect Series
28th February 2024



How to use this pack

- ▶ Use this pack as part of your reflective practice, relating to your leadership development.
- ▶ Reflect on the session theme; using the **Our Focus** page to:
 - ▶ Ask yourself the **questions offered for consideration**
 - ▶ Choose one or more **blogs or resources** offered to help you reflect on the questions
- ▶ Read the **Enablers and Opportunities word-cloud** and **Call to Action** page to explore the themes, ideas, comments and take away points from the participants who attended the live event

Finally ask yourself:

- ▶ What have I learned from this experience, in the moment and now?
- ▶ What one thing will I do differently going forward?
- ▶ How can I commit to the actions I identified?

About Diversity Coffee Connect

Watch our 2 min animation on the aim and purpose of this programme

**Have you heard
about our
Diversity Coffee
Connect
programme?**



- ▶ Watch the video [here](#).

Our focus

We continued the conversation around values; how they shape our leadership practice, our ability make decisions and respond to complex problems. This aligns with our leadership capability theme of Self Leadership.

We were joined by Samina Ansari, Head of Inclusion and Communities at Volunteering Matters, who shared her experience and perspective.

Reflective questions

- ▶ What values have had the biggest impact on your leadership style?
- ▶ How do your values show up at work? How do they affect your ability to deal with complexity and make important decisions?
- ▶ Can you think about times when you felt a disconnect between your values and your role?
- ▶ Have you ever had to compromise your values? What did you learn from this experience?

Resources offered for consideration



5 min read - [Stay True to You - Leading to Change](#) a leadership blog by Samina Ansari



10+ min reflective exercise - [Exploring your values - Amazing If](#)



13 min watch - [Cultural Intelligence: Core vs. Flex - What is Culture?](#) an interactive talk from Julia Middleton on the 'core' and 'flex' parts of our identity. Includes a quick written summary of key points.



32 min podcast - [Joy Warmington MBE on anti-racism, leadership and the courage to speak out](#)

Diversity Blog Series

Writing to Connect

leadingtochange.scot

Our contributor

With a focus on storytelling and reflections, [our contributor shared her leadership journey and insights.](#)



Samina Ansari

Head of Inclusion and Communities -
Volunteering Matters

- All leaders come up against “wicked” problems and challenges.
- Comfort and familiarity can hold us back from making big decisions. Sometimes we learn the most about what matters to us when things get tough.
- What does “authentic leadership” really mean? It can be difficult sometimes to reconcile our personal values with the direction in which our team or even our organisation wants to travel.
- Should you ever compromise your values in pursuit of the greater good?

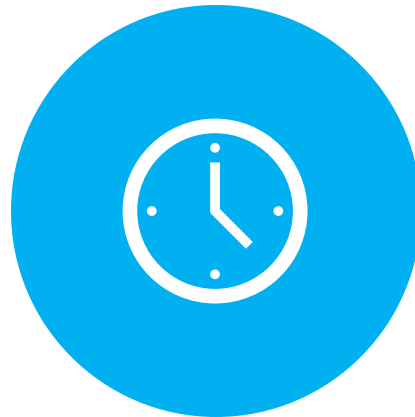
Reflective challenge: What are your values and how do they shape your leadership style?

Group discussions

We invited our community to explore what this means for us, and what practical learning we can take away using breakout groups to enable real conversations and connections.



3 BREAKOUT ROOMS

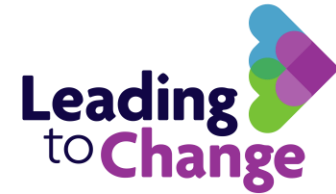


TIME IN BREAK OUT
ROOM: **27 MINUTES**



EVENT DURATION: **60
MINUTES**

Our word-cloud: Which values have had the biggest impact on your leadership style?



[View all responses in plain text](#)

Call to action (I)

We collectively identified the following actions and insights, relating to *'one thing we can do'* following our session

Learning more about core and flex values

Self-reflection is a powerful tool. We should always look at the bigger picture.

Create space for a conversation on our personal vs organisational values

Role model behaviour (3)

We need to stop over-complicating things to allow us to do the work that will make a difference

Training and Awareness raising

Patience is key to enabling space for people to learn from things that don't go well

Make your time to talk about your values and how they sit with your organisational values.

Understanding what is core to us

That sometimes you have to separate the professional from your personal ethics, given tricky situations.

Call to action (II)

We collectively identified the following actions and insights, relating to 'one thing we can do' following our session

Work has a major impact on our wellbeing given we spend most of our time here

Create space to really talk about what the organisation's values REALLY are.

Leadership promoting values and support

Step back from social media and "doom scrolling" as it can distort the bigger picture.

We need to know what our values are and how they translate across cultures

Humanity & Person-centred approaches

Organisations/Teams moving to a values-based approach from a previously paternal approach and what challenges and opportunities this brings. Enabling leaders at all levels to highlight where they have ownership for actions they could take.

Values can be used as an anchor to hold on to when there is an increasing level of complexity

Lean into the work that aligns

Moving forward



Scan for
events



▶ Tell us more hello@leadingtochange.scot

- ▶ How did you use this Insights pack? What was useful or what would you like to see?
- ▶ We would love to hear your ideas for potential topics and contributors
- ▶ Do you have thoughts and learning to share? Would you like to write a blog or know someone who could? Our team can fully support you with this.

▶ To find out more, please explore

- ▶ [Our Equalities page](#) – links and resources in relation to our Diversity Coffee Connect Series, upcoming events, diversity blogs and more.
 - ▶ [Our many leadership, sector and programme resources](#) available to read, watch and engage with from internal and external sources
- ▶ We hope to see you again soon at one of our [next events](#) – scan the QR code above to find out more



Wellbeing resources

- We recognise that this session may have raised some issues that you recognise in yourself or others.
- National Wellbeing Hub: <https://wellbeinghub.scot/>
- Coaching for Wellbeing: <https://wellbeinghub.scot/resource/coaching-for-wellbeing-a-digital-coaching-service-for-all-health-and-social-care-staff/>
- Other national services: <https://wellbeinghub.scot/national-services/>



Thank You!

