



# Insights Pack

## Values and My Leadership Journey

Diversity Coffee Connect Series

11<sup>th</sup> December 2023



# 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

The theme for this session was values and how they guide us in our leadership practice and journey. This is part of our leadership capability theme of Self Leadership.

We were joined by Satwat Rehman who shared her experience and perspective as the Chief Executive Officer for One Parent Families Scotland (OPFS).

## Reflective questions / conversation starters

- ▶ What leadership values do you think are the most important in your role?
- ▶ How well do our personal values align with our work?
- ▶ What helps us and what hinders us when we think about leading through our values?
- ▶ How can conversations about values enable us to connect and collaborate with others?

## Resources offered for consideration



5 min read - [My journey as a CEO in the third sector - Leading to Change](#) by Satwat Rehman



10+ min reflective exercise - [Living Into Our Values - Brené Brown \(brenebrown.com\)](#)



12 min watch - [Doing Core Values | Bob Keiller | TEDxGlasgow - YouTube](#) - an interactive talk about creating a culture built on values



30 min podcast - Lord Victor Adebawale, former Chief Executive of Turning Point, explores the role of values and leading in systems - [In conversation with Lord Victor Adebawale: leadership, inequality and diversity in the NHS | The King's Fund \(kingsfund.org.uk\)](#)

# Our contributor

With a focus on storytelling and reflections, our contributor shared her leadership journey and insights.



**Satwat Rehman**

CEO – One Parent Families Scotland

- Activism is a lifelong commitment and this desire to make a difference can drive us forward.
- Our values guide us in our leadership practice.
- Leadership is a responsibility. True leaders facilitate, listen and collaborate. They also have uncomfortable conversations and challenge.
- In times of great uncertainty, how do we ensure that we don't retreat into what is safe and comfortable, but continue to challenge, and that people and communities experiencing structural violence and discrimination do not get pushed to the margins again?

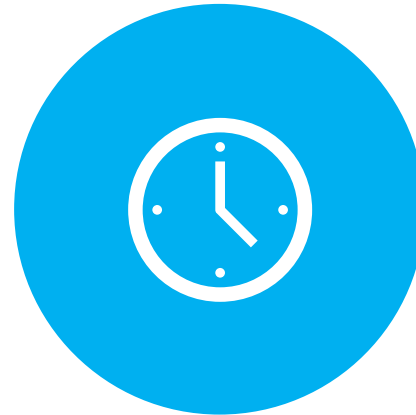
**Reflective challenge:** How do we ensure that our values are guiding us as leaders?

# 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.



5 BREAKOUT ROOMS



TIME IN BREAK OUT  
ROOM: **25 MINUTES**



EVENT DURATION: **60  
MINUTES**



# Call to action (I)

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

Find out more about Values Based Reflective Practice

Be curious about other people's values and what matters to them

The system is perfectly designed to produce its outputs - we NEED to focus on the system

Role model my values

Adopt trauma informed practices

Promote kindness

Simplify, clarify and keep focussing on values

Increase my cultural understanding

Collective working to problem solve

Find out more about 'Civility Saves Lives'

# Call to action (II)

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

We need to move away from over complicating the work that makes a difference

Show civility, enable creativity and enact kindness

Continuous learning and more EDI training

it is always better to reflect on values every so often and focus on the systemic changes than focusing on terminologies and losing sight of the problem, it is important to follow the equality act and ICWERD definitions to ensure we are closing the gap on inequalities and looking forward.

Seeing values as an anchor

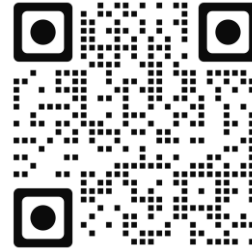
Management practice to facilitate leadership across all levels in organisations

Humanity & Person-centred approaches

Focus on what is each of our responsibility in changing the system



# Moving forward



Scan for  
events



▶ **Tell us more** [hello@leadingtochange.scot](mailto: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!**

