

Learning to lead, Leading to learn

Ziena Jalil

Why leadership matters

59%

**LOWER STAFF
TURNOVER**

17%

**HIGHER
PRODUCTIVITY**

21%

**BETTER
PERFORMANCE**

Source: Institute for Strategic Leadership (NZ)

What is leadership?



New Zealand is changing

213
ETHNICITIES
160
LANGUAGES



25%
OF NEW ZEALAND
RESIDENTS WERE
BORN OVERSEAS



44%
OF AUCKLAND
RESIDENTS WERE
BORN OVERSEAS

New Zealand is changing



OF AUCKLAND'S
POPULATION IS
MĀORI, ASIAN AND
PACIFIC PEOPLES



OF NEW ZEALAND'S
POPULATION WILL
IDENTIFY AS MĀORI,
ASIAN AND PACIFIC
PEOPLES



KIWIS ARE DISABLED
PEOPLES

Diversity delivers



Diversity delivers



94%

DIRECTORS BELIEVE
GENDER DIVERSITY
BRINGS A UNIQUE
PERSPECTIVE



82%

DIRECTORS BELIEVE
GENDER DIVERSITY
IMPROVES BOARD
PERFORMANCE

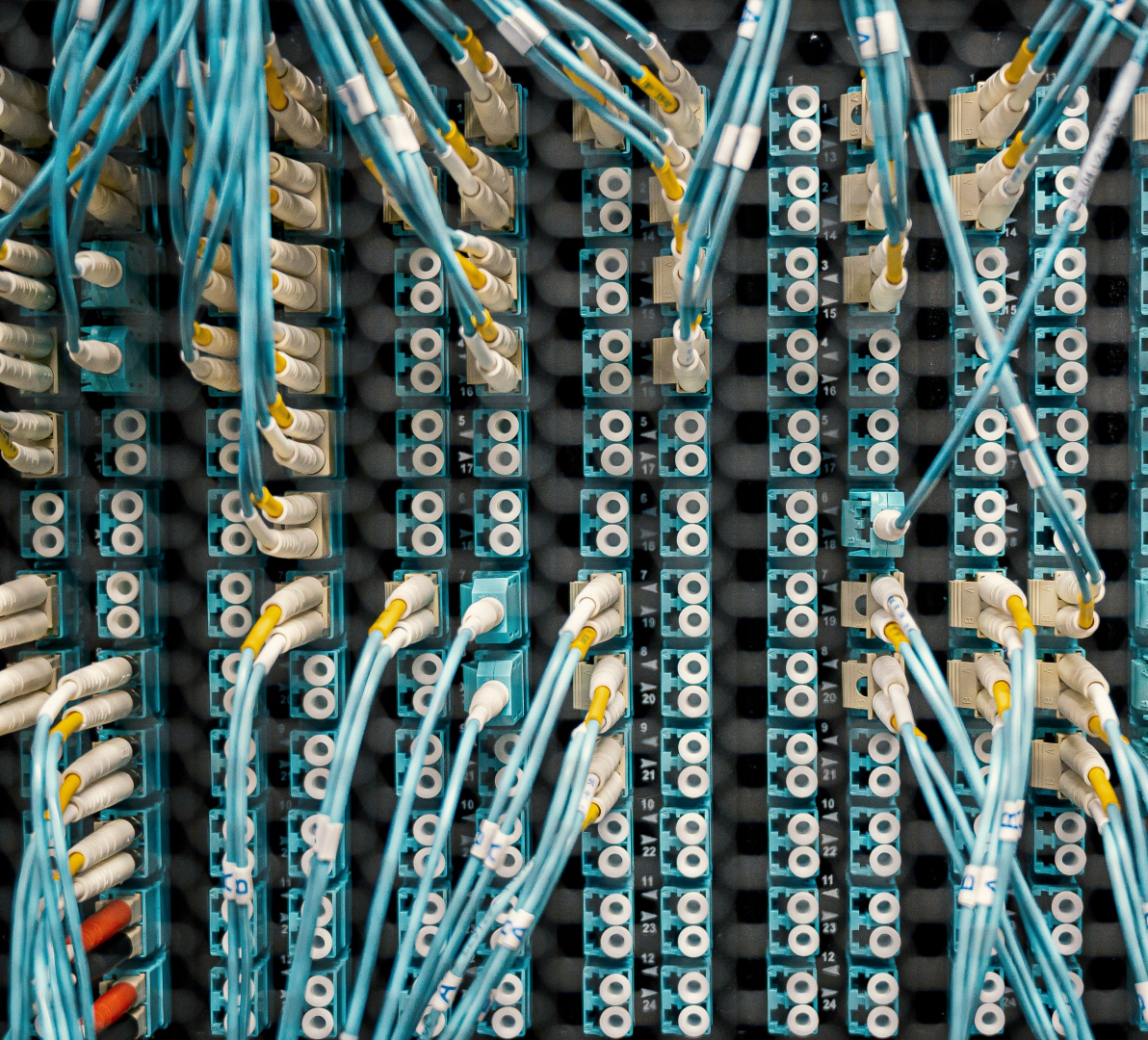


67%

JOB SEEKERS USE
DIVERSITY AS AN
IMPORTANT FACTOR
WHEN MAKING
EMPLOYMENT DECISIONS

People bring a lot more to the table than ticks in a box



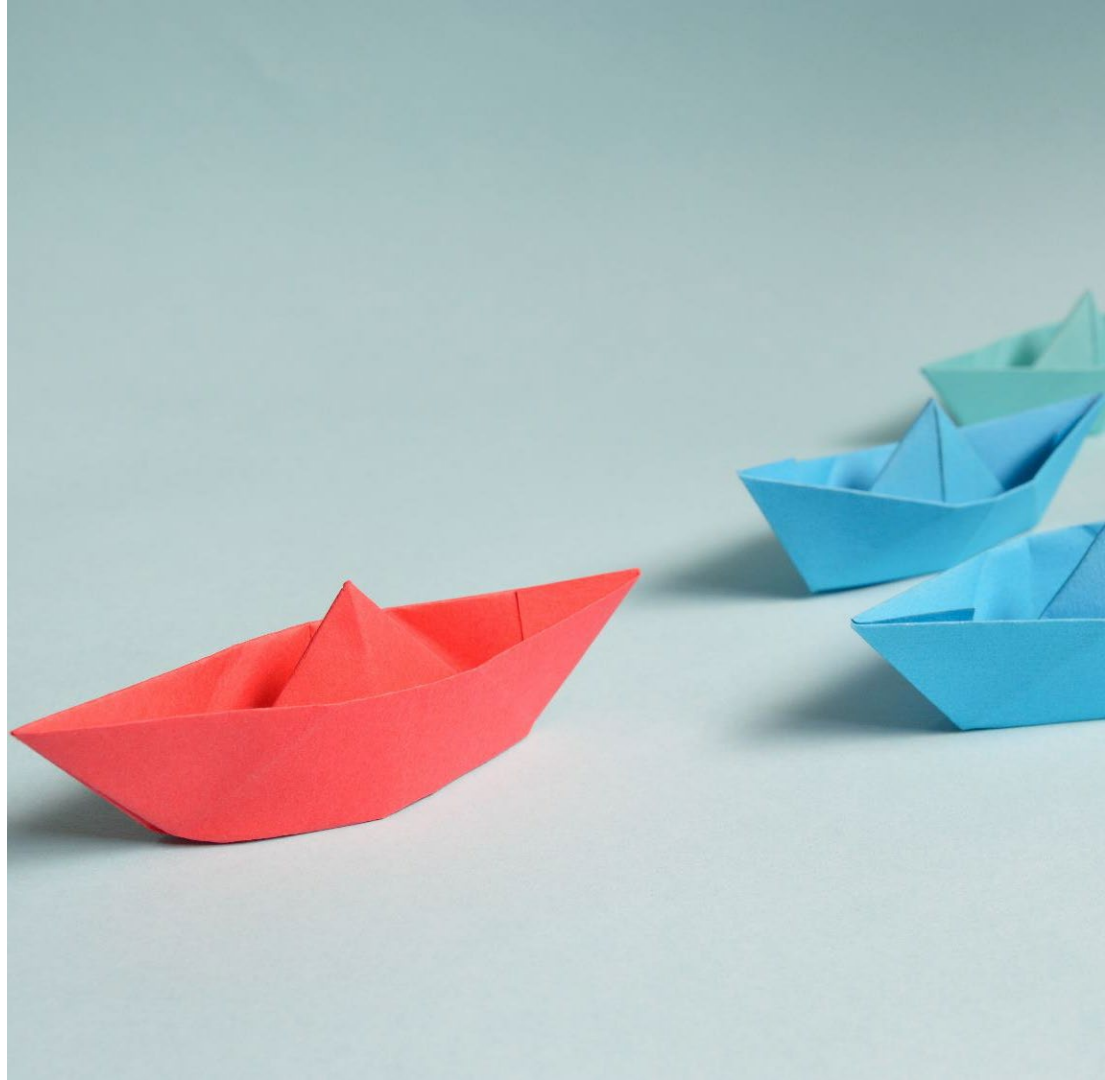


Systems,
not people,
need fixing

Inclusion is
about
involvement,
empowerment
and belonging



Start from the top:
leaders need to
articulate
commitment
to diversity and
inclusion





Your diversity
and inclusion
strategy needs
to be uniquely
yours

Review your
systems to ensure
they aren't
promoting
homogeneity





Challenge
biases

Listen to
your people



Invest in support
networks
and sponsors





Create a safe
and inclusive
environment



Our world today is volatile, uncertain, complex and ambiguous (VUCA)

Let your values
define your actions





Be curious



Communicate
with clarity

Collaborate and consult





Zoom out

A close-up photograph of a wooden obstacle course. Several thick, weathered wooden logs are arranged horizontally, with green braided ropes threaded through holes in them. The ropes hang down, creating a series of steps or platforms. The background is a soft-focus green, suggesting a forest or park setting. The lighting is natural, highlighting the textures of the wood and rope.

Choose progress
over perfectionism

A black letterboard with the text "SELF CARE ISN'T SELFISH" on a pink background with shadows.

SELF
CARE
ISN'T
SELFISH



"Yesterday I was clever,
so I wanted to change
the world.

Today I am wise, so I am
changing myself."

Rumi