

How can we better convene leaders, with John Lotherington, Salzburg Global Leadership Academy

What came out in our discussion?

There is much to be considered in South East London when it comes to convening leaders, as Salzburg Global Leadership Academy do. Key themes of our discussion included:

- **Relationships.** We discussed the importance of building relationships before embarking on problem solving. To bring everyone together, it's important to have genuine curiosity in others, and proactively encourage creative disagreement, to establish trust.
- **Inclusion.** We agreed that in order to create change, diversity of perspective needs to be proactively encouraged. Practically, this might mean having smaller group discussions and openly discussing the barriers to inclusion and diversity, such as hierarchies.
- **Sustaining change.** We recognised that there is a challenge in ensuring people are bought in to long-term change, particularly when focussed also on the immediate-term. We noted how having a statement of intent, a flexible road-map and a key individual to maintain momentum could help with this.

What is one thing we should take forward in developing our approach in south east London?

Win the argument as to why **diversity** is to be welcomed and should be **deliberately pursued**.

'Your ignorance is your greatest strength' - **encouraging curiosity** and the bravery to truly have a **different approach**.