



are primarily responsible for creating micro-cultures that can contribute to more inclusive organisations.

Belton Flourney emphasised that “leadership needs some conflict” to be inclusive because, in the absence of diversity, when everyone is too similar, leaders lack appropriate challenges and fresh perspectives that make them grow. In this regard, he pointed out that “uncomfortableness is not always a negative thing”, and we can all “get comfortable being uncomfortable”. Inclusive leaders should avoid trying to assimilate different people into the same kind of person. He also emphasised that finding his authentic voice allowed him to increase his productivity and “Employees recognise that belonging is feeling comfortable to speak your mind”. He invited the audience to complete TII’s course “Inclusive Leadership Through Behavioural Science”, available here: <https://rb.gy/i9sca5>.

Dame Inga Beale mentioned that a lack of women in senior roles in financial