

Stream title: The interplay between disability and leadership

Stream proposers

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Stream outline

Disabled people are often cast into a passive rather than a leadership role – how can this stereotype be challenged and disabled people’s skills and talents be recognised?

Sync is a leadership development programme created in the UK to inspire and inform disabled leaders in the cultural sector. **Sync** is interested in the interplay between leadership and disability; it aims to energise, inform and ultimately change disabled and Deaf people’s relationship with leadership, by offering information and support, encouraging dialogue and designing leadership interventions (www.syncleadership.com) **Sync** runs a national programme across the UK with over 115 members and has just gained a contract to run an intense 2 year programme in the South East of the UK for 30 disabled individuals and 10 disability-led cultural organisations.

We have found that there are both external and internal barriers facing disabled people in developing leadership potential – with self limiting beliefs often being the strongest limiting factor.

Stream questions

How can disabled people challenge the stereotypes of disability as pitiful and passive? Equally, how can they challenge those that link to disabled person as super hero/achiever?

Are there skills and techniques that disabled people can transfer to leadership more easily or consistently than non disabled people? How can people transform their impairments into positive facets of their leadership persona?

Is there a ‘disabled’ leadership style?

Stream keywords

Leadership, disability, inequality, power, beliefs