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Workshop 3

Working with spiritual leaders - How to support the D&I initiatives

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How does conscious, spiritual leadership create social change and support the Diversity and Inclusion initiatives?

Wesley Mission QLD is a faith-based and value-driven organization. The organization's climate was not ready for a big cultural change. As a D&I initiative, the first two years were really spent understanding the culture of the organization, getting to know people and observing the dynamics of workplace environment - trying to understand who one can trust and work with within the organization, and to decide who can be your ally in this change process.

I believe that we can create social change through conscious and inclusive leaders whom we can describe with these characteristics:

- has an ability to listen to silent voices,
- is curious and open-minded,
- is welcoming and inclusive,
- is fluid with the ideas that accommodate and understand differences.
- is easy to take risk

D&I leader starts catching up with, and talking through, her spiritual journey and her passion for D&I with the workplace formation coach. There is mutual trust, and a strong bond has built up during these meetings. He helped her to open her silent voice and become more effective in organization success. They start working together for positive and meaningful change.

The formation coach is mainly working with managers, and executive leaders to develop as people, increase their self-awareness, and help them to become more conscious in their leadership skills. His meetings with other leaders and his impact for change are inevitable. He is not only helping and supporting the diversity initiatives, but also brings more honest conversations and clear vision for leaders.

His strong listening skills and welcoming approach helps a diverse workforce to feel more valued, to be comfortable with who they are, and to contribute to the organization's success.

Some considerations: Most managers are receiving so much training about leadership and management. How effective or impactful is existing leadership training? Are the trainers aware or conscious in its own leadership style?

- **One on one conversations with workplace coaches,**
- **listening and hearing D&I leader ideas,**
- **working together in this spiritual journey,**
- **understanding soul awareness,**
- **listening to her silent voice,**

During the last seven months, how have these contributed to WMQ's D&I initiatives?

D&I initiatives have been heard and listened to through monthly one-on-one meetings. D&I has started rapidly to increase through working with the workplace formation coach. Workforce diversity begin to have a voice. He has been working with executive leaders at a spiritual level. Through working with him, it has helped some of the leaders to check and recheck their values, support and contribute to our diversity and inclusion initiatives.

If the organisational environment and leadership is ready, receptive and committed, workforce diversity, generate positive outcomes for the organisation, for wider society.