



MOVING FROM UNCONSCIOUS BIAS TO CONSCIOUS INCLUSION



TACKLING UNCONSCIOUS BIAS THROUGH INCLUSIVE LEADERSHIP

E.ON UK launched its Inclusive Leadership training in 2019. It followed their hugely successful internal #ThisIsMe campaign, supported by colleagues across the organisation, including CEO Michael Lewis and some members of the UK Board, which aimed to empower colleagues to be themselves and highlighted some of the biases that can exist.

The **Inclusive Leadership training** was developed in-house by the Diversity & Inclusion and Learning & Development teams with the purpose of providing leaders with the knowledge of why equality, diversity and inclusion are important to the business and for their teams. The training covers various topics like awareness of unconscious bias and its impact in decision making, and practical tools to tackle these biases and to help leaders role model inclusive leadership behaviours.

The training was initially delivered as face-to-face workshops for senior leaders, using various thought provoking and interactive techniques. After the training, 100% of the surveyed senior managers agreed that they felt better equipped to lead inclusively.

At the sessions, participants made personal commitments on how they will advance inclusivity. One such collective commitment was to take part in the Diversity and Inclusion Reverse Mentoring programme launched subsequently and designed to help leaders appreciate the different experiences and challenges faced by their entry level mentors from diverse backgrounds.

Since the delivery of these training sessions, senior leaders have become more actively engaged in how they can advance the inclusion agenda in their areas, with many taking various steps to bring their commitments to life.

To make the training more widely available and accessible, E.ON UK has changed the way it is delivered, by digitising it into online modules open to everyone across the business.

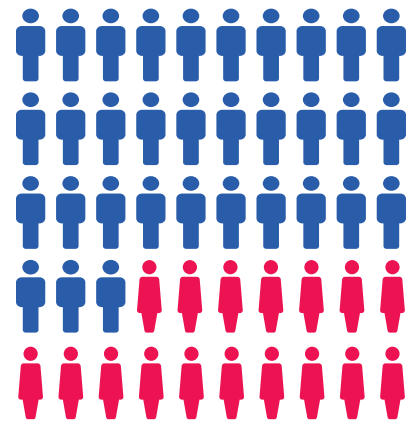
The data is showing real results - a significant increase in the gender representation within the company's talent programmes, with all talent pools currently above 40% gender representation (previously 31%). There has also been an increase in BAME representation, in particular the middle management pool which is now at 15% (previously 6%). Gender diversity within senior leadership roles has also increased to 34% and BAME diversity to 12% (previously 7%).

Throughout 2020 E.ON UK has continued to promote the Inclusive Leadership training to make sure all colleagues are able to utilise the tools to develop themselves and contribute towards the company's goals.



34%

gender diversity within senior leadership roles



"At E.ON UK, we believe that creating an environment where everyone is recognised for their contribution, can be themselves and can grow their career is not only a core part of our DNA, but also necessary for the achievement of our business purpose."

Helen Bradbury,
Director of
Organisational
Development and
Engagement,
E.ON UK

