

De-genderising leadership



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MORE THAN WORDS
Training for confident communication

www.mtwtraining.com

More Than Words is an approach to self-awareness, personal development, and confident communication. It works regardless of someone's age, gender, race, qualifications, job title or chosen profession. With over two decades of experience in this field, I feel well positioned to say that most challenges people face are psychologically rooted; although they are veiled in other guises: for example, it's because of my age, my experience, my gender, my race, my accent, etc. These very real statements must be recognised and valued; but they must not become barriers.

More Than Words prides itself on focusing mainly on the person as an individual. After all, while we have differences, we are essentially all born with much the same; and it's that same-ness that we focus on. The truth is, we are all capable of using our body, voice, mind, imagination and intellect to powerful effect, regardless of our background; and those who do so become good communicators, with the potential to be great leaders.

Thankfully, society is addressing the long held and outdated differences that have become prejudices and biases; however, we are not there yet. So, what can be done while we transition to a more balanced, equal society and workplace?

Focus on the individual.

More Than Words is grateful to be asked to work with organisations as part of their Women Leadership programmes; sometimes I am the only male on the programme. And it's because each session focuses on how the individual can use their body, voice, mind, imagination and intellect that they are so well received. While conversations about challenges, both historic and present, take place, the main focus is on:

‘Owning your right to be you, in that moment, in that place,
with those people, saying that thing.’

Sure, conversations about prejudices, biases and established blocks take place, but primarily as a route to naming them. Once we can identify and name something we move toward doing something about it.

If we can say it's not about gender, but about ability, then we can focus on how to embody leadership. Gender isn't ignored, it is recognised and valued; and we focus on how the individual becomes the leader: by intellectually, emotionally, visually and vocally being it.

De-genderising isn't about taking gender away, it's about maximising who you are.

“In the future, there will be no female leaders. There will just be leaders.”
Sheryl Sandberg