



IIMHL/IIDL LEADERSHIP PRINCIPLES

OUR VALUES AND STRATEGIC DIRECTION

INCLUSIVE



- Promote a sense of belonging
- Value diverse experience and expertise
- Adopt a rights-based approach
- Amplify voice and increase influence for all
- Promote a culture that is just and fair

COMPETENT



- Model and promote self-care, well-being and resilience
- Set clear goals and expectations
- Performance manage on outcomes
- Create flexible roles and working patterns
- Encourage taking of initiative and responsibility
- Acknowledge the specificity of leadership in different contexts
- Invest in leadership capability in workforce and with peers, families, carers, and communities

AUTHENTIC



- Promote an environment of psychological safety
- Act with integrity, honesty and humility
- Value all voices and listen with openness
- Respect and listen to different points of view
- Encourage truth-telling and listen with curiosity
- Acknowledge and embrace complexity and unpredictability

COLLABORATIVE



- Engage communities in systemic change
- Build trusting relationships with a broad range of stakeholders
- Promote team working across organisational and disciplinary boundaries
- Drive intergenerational collaboration
- Promote servant leadership and collective leadership models
- Develop a shared understanding of risk and quality

INNOVATIVE



- Ensure a culture of continuous learning and quality improvement
- Test and evaluate new ideas
- Engage experts by experience and experts by occupation in design, development and evaluation of initiatives
- Mentor emerging leaders
- Encourage a sharing of knowledge and expertise
- Ensure equity of focus and investment in prevention and treatment

VISIONARY & STRATEGIC



- Advance vision for mental health, substance use and disability
- Ensure inclusion of different world views
- Develop clarity of purpose, inspire and motivate
- Embrace transformational change
- Be future focussed
- Evaluate and establish appetite for risk
- Create an environment that empowers and enables everyone to contribute