



Our Guiding Principles for Leadership Conversations

As Leadership Fellows of St George's House, we seek to nurture each other's wisdom as we work together through Leadership Conversations.

At the outset of each Conversation, we resolve to:

- Value the safe space that St George's House and the Vicars' Hall offer us
- Build exceptionally high levels of trust among ourselves
- Assume the best of each other
- Champion diversity of thought
- Share our curiosity, passion and humility as the moment requires
- Welcome advice from other Fellows and be open to offering it ourselves.

Our twelve guiding principles

- 1 *We honour the principle that what is said during our time at St George's House will never be shared beyond our group.*
- 2 *We look for new ways of fulfilling our potential as leaders* and support other Fellows in doing the same.
- 3 *We seek strong connections with each other*, to stretch ourselves in coming up with ideas that address our most difficult challenges as leaders.
- 4 *We focus on our responsibilities as leaders* and hold back from blaming others for any of our shortcomings.
- 5 *We are open to feeling uncomfortable*, within the safety of this space and reassured by the goodwill of other Fellows.
- 6 *We demonstrate the power of curiosity* through the ways in which we question others to help us understand why they think as they do.
- 7 *We listen deeply* to ensure that we draw as much out of their answers as we can.
- 8 *We feel free to express our views with passion*, whilst holding back from “selling” ideas or trying to convince other Fellows that we are right and they are wrong.
- 9 *We speak up* if someone responds to us in a way that appears to disrespect what we have just said. We also have the grace to back down if we realise that we were mistaken.
- 10 *We have the humility to apologise* if we find ourselves challenged in this way. We recognise that in these moments generosity of spirit builds trust whilst a display of ego can lead to trust plummeting in seconds.
- 11 *We never tell others what to do* and avoid saying things like “You should”. Instead, we use phrases such as “Have you thought about...?”
- 12 *We thank other Fellows* whenever they take a risk by offering us challenging feedback.