

UNDER EMBARGO UNTIL 00:01 28.02.2022

Government-sponsored Leaders As Change Agents Board launches eight step guide to help UK business leaders deliver better inclusion, fairness, opportunity and value

- New framework backed by organisations including the CBI, TechUK, British Chambers of Commerce, Deloitte, BITC, Tesco, Landsec, FRC, Norton Rose Fulbright, London Business School, TheCityUK, DACBeachcroft, City of London and Aviva
- More than 30 volunteers, experts and contributors from business, academia and the political sphere informed this comprehensive step-by-step resource
- Kemi Badenoch MP, Minister for Levelling Up Communities and Minister of State for Equalities, said in support of the guide that “it’s important that business leaders develop industry led, practical solutions”

LONDON (28 February 2022) – [Leaders As Change Agents](#) today launched its Employer and Employee Guide designed for CEOs and their leadership teams to help them deliver better inclusion, fairness, opportunity and value for every UK Employer and Employee.

The free Employer & Employee guide provides comprehensive step-by-step resource guidance to help organisations with adoption and effective delivery. It sets out eight tangible commitments for adoption as the cornerstone of a better workplace:

1. Empowerment and choice
2. Diversity, Equity, and Inclusion
3. Growth and development
4. Commitment & engagement
5. Participation in decisions
6. Work life balance
7. Fairness
8. Recognition and reward

The Leaders As Change Agents board, has produced the guide by working with a team of over 30 unpaid volunteers. Kemi Badenoch MP, Minister for Levelling Up Communities and Minister of State for Equalities, said of the guide: “Thank you for your efforts on producing the new LACA Guide. As, we move into a post-pandemic era, the workplaces we have come to know are rapidly changing and it’s important that business leaders, recognise this and develop industry led, practical solutions.”

The Leaders as Change Agents Co-Chairs Emer Timmons and Denis Woulfe have today written to the Chairs and CEOs of 500 of the UKs leading businesses to ask them for their support.

“Change and innovation in the workplace will only happen if business leaders demonstrate an ongoing commitment to delivering it. This is reliant on increasing awareness and supporting the case for change to win the buy-in of the whole workforce. Directives and policy alone will not work,” explained Emer Timmons OBE.

“We believe that the Employer & Employee guide sets out a vision where all employees are treated fairly, no matter the type of work or location and will help business leaders to deliver the necessary changes to fully embrace fairness and inclusivity at work. This guide shares practical ideas and insights with the potential to make a real difference to employers who wish to attract and retain talent in an increasingly competitive environment,” added Denis Woulfe, MBE.

The Leaders As Change Agents Board is calling on business leaders to make use of the ideas presented in the guide and to embrace three asks to help deliver the pace of progress required throughout the U.K:

1. I/we share the aspiration to deliver better inclusion, fairness, opportunity and value of every U.K. employer and employee.
2. I/we will champion the 8 commitments set out in the Employer & Employee guide, together with the resource guide materials and use them to benchmark our existing policies and practices.
3. I/we will champion the LACA Employer & Employee Guide within my/our wider business networks to encourage others to do the same.

“We are delighted with the support already received from the business community. This guide will provide an opportunity for a new dialogue between business leaders, managers and employees at any level of an organisation, of any size, and help to create a new language of opportunity, fairness for the benefit of all,” said Timmons.

Matthew Fell, CBI Chief Policy Director, said: “Investing in diversity and inclusion is a win-win. Businesses not only attract and retain talent, but also increase productivity and performance. Companies are a vital part of achieving a more inclusive economy and this guide will help them take the next step.”

The Guide is free to download from <http://www.leadersaschangeagents.com/>.

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About The Leaders as Change Agents board

The Leaders as Change Agents board is a volunteer business-led government-sponsored expert committee which was established in 2019. The board is Co-Chaired by Emer Timmons OBE and Denis Woulfe MBE. A full list of board members, bios and terms of reference is available at www.leadersaschangeagents.com