

How we lead

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- Explore our leadership tools and resources

Our leaders motivate, inspire, respect, challenge, and empower us to give our best.



The Bank's senior leadership earn the trust and confidence of colleagues.

Our current and future leaders know what is expected of them, are supported in meeting those expectations, and are held accountable for their behaviours.

Everyone in the Bank should consider themselves as a leader – whether someone with line management responsibility, or a leader of thoughts, projects etc. Explore our key leadership guidance, tools and resources below:

The Leadership Story

(/Banknav/IML.asp?svr=BOE-DMS&db=Services&id=15737847&v=0)

The Bank's leadership story was developed by our executive team in early 2022, to hold themselves accountable to the principles of our leadership commitment, to support all colleagues in role-modelling human and humble behaviours and, to bring to life how the Bank will feel different as a result. It sets out our leadership commitments and the behaviours we want to champion to create a Bank that is trusted and in step with the changing world. In 2023, HoDs will be talking with their teams about the story, to re-engage with each other on what is great about working at the Bank and the culture we are creating together.

The Leadership Commitment (/Banknav/IML.asp?svr=IMSERVER&db=Services&id=14682731&v=0)

(/Banknav/IML.asp?svr=IMSERVER&db=Services&id=14682731&v=0)

The Leadership Commitment focuses on the behavioural skills and personal qualities that we require of our leaders to achieve the Bank's mission and ensure all colleagues feel: listened to; respected and included; treated fairly; motivated and inspired; trusted, supported, challenged and empowered to succeed; and, continually make the Bank a better place in which to work.

Our Bank Behaviours (/Bank/HR/talentdevelopment/BOE-CommContent/Our-Bank-Behaviours/Pages/default.aspx)

Our Bank Behaviours are at the heart of all we do and are instrumental to drive a culture that enables our people to thrive, invest in personal career development and focus on what matters in our role here at the Bank. They help us to add value and support Andrew's central ambition.

The Leadership Curriculum (/Banknav/IML.asp?svr=IMSERVER&db=Services&id=14886278&v=0)

Our Bank Behaviours, launched on 6 February 2023, are at the heart of all we do and are instrumental to drive a culture that enables our people to thrive, invest in personal career development and focus on what matters in our role here at the Bank. They help us to add value and support Andrew's central ambition. The Leadership Curriculum focuses on the behavioural skills and personal qualities that we require of our leaders to achieve the Bank's mission and ensure all colleagues feel: listened to; respected and included; treated fairly; motivated and inspired; trusted, supported, challenged and empowered to succeed; and, continually make the Bank a better place in which to work.

The Leadership self-reflection tool

(/Banknav/IML.asp?svr=IMSERVER&db=Services&id=14722626&v=0)

The Bank's vision is that people at all levels, including outside formal hierarchy, will inspire, respect, motivate, empower and challenge colleagues. This tool is provided to help you start thinking about how you can embody the themes set out in the leadership commitment.

People and Culture Leadership pages (/Bank/HR/Management-at-the-Bank/Pages/default.aspx)

The competencies and training available for leaders at the Bank



IN FOCUS: 'Let's talk leadership' Speaker Series

The 'Let's talk Leadership' speaker series provides colleagues with the opportunity to engage with a range of high profile speakers from different sectors on the topic of Leadership. Aligned with the Leadership Commitment (/Banknav/IML.asp?svr=IMSERVER&db=Services&id=14682731&v=1), each of the speakers will share their invaluable insights and leadership experiences to assist us in bringing Andrew's vision to create a Bank that is more human, humble and in step with a changing world to life.

Date	Speaker	Subject matter	On-demand recording & supporting resources
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December 2020	Dik Veenman <i>Founder - The Right Conversation</i>	Leading in a changing world <i>Hear about the Macro Case to conversational leadership, and your role as a leader in creating a 'culture of conversation' in the Bank.</i>	▶ Leading in a changing world (http://boe-stream:82/#v/d0p3M5NpRmd)
23 September 2021	Dan Cable <i>Professor of Organisational Behaviour at London Business School</i>	Activating curiosity and agility. <i>Hear how to activate you and your team's curiosity and agility in support of the In Step with a Changing World pillar of the Leadership Commitment</i>	▶ Activating curiosity and agility (http://boe-stream:82/#v/Q82SqINLggC) Dan Cable session: Leaders' Toolkit (/Banknav/IML.asp?svr=IMSERVER&db=Services&id=15167946&v=0)
21 October 2021	Rt Hon Lord Smith of Finsbury (Chris Smith) <i>Member of the House of Lords, Master of Pembroke College Cambridge, Chairman of the Intellectual Property Regulation Board</i>	Lessons in leadership. <i>Lord Smith touches on his decision to make history as the first openly gay MP in the country; remembers the difficulties in helping to lead the parliamentary opposition to the war in Iraq; and holding his nerve as Chairman of the Environment Agency when a media storm arose. Through it all he derives two crucial lessons for leadership: knowing yourself; and building relationships.</i>	▶ Lessons in leadership with Lord Chris Smith (http://boe-stream:82/#v/5sJX8luuDH7)
29 November 2021	Rachel Botsman <i>Trust expert, author & lecturer at Oxford University</i>	Rethinking trust <i>Rachel challenges misconceptions about trust and humility in the modern world.</i> <ul style="list-style-type: none">• Does more transparency mean more trust?• What are the key trustworthy traits in leaders?• Does humility undermine credibility? <i>Exploring more than a decade's worth of research, Rachel provides powerful principles to earn trust as individuals and as an organisation.</i>	▶ Let's talk leadership: Rethinking trust with Rachel Botsman (http://boe-stream:82/#v/JFa-ZNamDhR)
11 April 2022	Dame Kate Bingham	Lessons in leadership. <i>Live in the Auditorium, hosted by Bradley Fried</i>	▶ Let's talk leadership, with Dame Kate Bingham (http://boe-stream:82/#v/uUzI3RuqaqL)
23 November 2022	Professor Veronica Hope Hailey	The role of leadership in the current climate <i>Live in Threadneedle street's conference centre, hosted by Jane Cathrall and Sarah Breedon</i>	▶ Let's talk leadership, with Professor Veronica Hope Hailey (https://bankofenglandcouk-my.sharepoint.com/:v/g/personal/lorraine_yuille_bankofengland_co_uk/Edmb_ZIzj79EhB9dJrQGeNMBLuDP9knYsWKBr_WISC)



IN FOCUS: 'Let's talk about....building a growth culture'

The facilitator for these conversations is Jenny Manning, the Bank's Management Development Manager.

19 & 21 October 2021	<p>Let's talk about...building a growth culture</p> <p>This conversation was an opportunity for all colleagues to come together to explore how we can create a 'growth culture' in the Bank where we feel responsible for everyone's ongoing growth and development. How can we create a Bank norm where conversations about our growth become a normal part of our daily routines? What part can each of us play in making this happen?</p>	<p>Lets talk about... cultivating a growth culture (/Banknav/IML.asp?svr=IMSERVER&db=Services&id=15352307&v=0)</p> <p><i>Open the slides in in slideshow mode to watch a condensed and narrated version of the session</i></p>
17 November 2021	<p>Let's talk about....coaching conversations</p> <p>This conversation was a chance for colleagues to come together to explore what coaching is. There was the opportunity for all participants to experience the power of coaching through a live 'silent coaching' exercise to work on the their own development. And we discussed how we might take a coaching approach to support our colleagues with their ongoing development - upwards, downwards and sideways. We took a particular interest in the untapped potential of peer coaching.</p>	<p>Lets talk about... coaching conversations (/Banknav/IML.asp?svr=IMSERVER&db=Services&id=15233826&v=0)</p> <p>Silent Coaching Exercise (/Banknav/IML.asp?svr=IMSERVER&db=Services&id=15206008&v=0)</p> <p><i>Open the silent coaching exercise in slideshow mode. Choose an issue that you wish to address and have something ready to write on to capture your thoughts and reflections.</i></p>
10 December 2021	<p>Let's talk about...developmental feedback</p> <p>This session is a space to talk about how we might ask for, receive and use developmental feedback from colleagues whose perspectives we value. In addition, we consider how might we share our own perspectives with colleagues to support them with their development? How can we ensure everyone has access to good quality feedback?</p>	<p>Lets talk about... developmental feedback (/Banknav/IML.asp?svr=IMSERVER&db=Services&id=15352217&v=0)</p> <p><i>Open the slides in in slideshow mode to watch a condensed, narrated version of the session.</i></p>