

The Factor8™ Leadership Framework



Factor 8 emerged from the Diversity Practice's study of ethnic minority women leaders across Europe, *Different Women, Different Places*. The research highlighted eight leadership attributes successful black and minority ethnic women share and prove invaluable in their leadership performance.

Ongoing action research has proven these factors to be equally relevant to black and minority ethnic men. **Factor8** is used as the core model to inform the approach to the BME Leadership Programme.

Authenticity	A leader confidently grounded in who they are, their identity, values and beliefs, genuine and transparent
Values Driven Leadership	A leadership approach rooted in a clearly expressed set of principles and values that positively influences others
Legacy	A leader whose lasting impact makes a significant difference to others
Self-Mastery	A resilient adaptive leader who has total belief, self-awareness and self-control
Presence, Passion Power	The ability to lead and communicate with authority, conviction and impact
Multiple Perspectives	A leader who motivates self and others to create a high performing inclusive environment
Cultural Competence	The ability to understand, engage and effectively lead people from different cultures
TransformActional	Leadership that sees the whole system, skilfully combining strategy with operational excellence