

Call for expressions of interest from SMEs to participate in a pilot study focussing on



Co-creating Inclusive Leadership Practices

Understanding how small and medium-sized enterprises (SMEs) engage in best practice sharing to enhance leadership practices is essential for inclusive economic development and sustainable firm growth. Employee engagement activities designed to create a sense of belonging is one such essential that promotes a work culture based on trust and respect for workplace diversity. Indeed, diversity drives creativity and innovation and, in line with this ambition, we run a pilot project to assess:

1. How SMEs engage in best practice adoption, improve and refine best practices
2. What motivates SMEs in sharing and adopting such practices
3. What holds SMEs back in sharing best practices

The objective is to enhance knowledge transfer among SMEs through co-creation and collective learning of working practices that improve wellbeing at individual, team and organisational level, and thereby productivity and operational efficiency.

Benefits for participating SMEs include:

- Free expert workshops and coaching
- Managing diversity through inclusive leadership practices contributes to positive attitudes, wellbeing, performance and organisational outcomes, such as employee retention, employer branding and business impact*

Eligibility criteria:

- Company size between 10 and 249 employees
- Leadership commitment for the duration of the observation period
- Preferably located in the West Midlands or East Midlands

For further information, please contact Dr Elmar Puntaier (elmar.puntaier@coventry.ac.uk)

*) Puntaier, E. & Zhu, T. (2022) 'Diversity and inclusive leadership: an entrepreneurial opportunity?' in R. Perez-Urbe, D. Ocampo-Guzmán, and N. Moreno-Monsalve (eds.) *Promoting an Inclusive Organizational Culture for Entrepreneurial Sustainability* IGI Global (In Press)