

OpenLearn free course

Introducing Black leadership

Narrator:

In this free course, you'll explore Black leadership and learn the added value of giving a voice to Black and other racialised minorities in the workplace and society.

The course distinguishes leadership from management and command. It defines leadership as "a practice that influences perceptions and imaginations, disrupting status quo ways of doing, thinking and feeling, and generating new ways of doing, thinking and feeling in the process."

You will look at Black leadership through a 5Ps framework: Person, Process, Position, Product and Purpose.

Exploring leadership through a Person includes authenticity, inspiration and caring. The leadership Process involves developing conversations, asking probing questions and crafting compelling stories.

You'll discover how leaders can leverage their Position to instigate change. A leader only sometimes needs a rank to lead. Organising a community or a workplace does not require being at a certain level in the organisation. Racialised minorities can use Products such as Critical Race Theory and Intersectionality to pinpoint areas for change.

Purpose is vital in developing leadership practices such as deep reflection and acting ethically.

You will explore a wide range of concepts that Black and Racialised Minority leaders face, including tokenism, isolation, raised expectations, racialised sexism, and gaslighting, among others.

You will learn about the 'double consciousness' challenge that Black and other Racialised Minority people face - they often need to pay more attention not only to what they think and believe in but how others perceive their words and actions.

So get started today on this free badged course, and learn about Black and other Racialised Minorities' Leadership.