

October – Advancing Black Leaders: Beyond Representation to Real Support

Tuesday 13 October 2026

2:00–3:00 pm UK Time | 9:00–10:00 am US Eastern

Introduction

Representation has frequently been viewed as a silver bullet for advancing equity within leadership structures. This approach assumes that simply increasing the presence of Black colleagues in leadership roles will address the barriers they face and automatically drive individual and organisational progress. Authentic and sustainable change requires moving beyond surface-level metrics towards deeper support, intentional development, and role opportunities and dismantling persistent institutional biases within organisations.

What is it

Advancing Black Leaders requires a shift in how we view leaders and leadership. It involves questioning implicit heuristics, social norms, and perspectives on what leadership looks like, and changing the behaviours that hinder the progression of Black leaders. Advancing Black leaders beyond representation means intentionally implementing meaningful opportunities, cultivating supportive environments, and developing the necessary organisational capabilities for sustained success.



Byron

Byron is an executive Coach and leadership consultant specialising in leadership development and behaviour change. With over 25 years' experience across local government, HR and healthcare, he brings a deep understanding of the challenges leaders face when shaping culture, leading change and sustaining performance. Blending behavioural science with real-world practice, Byron helps leaders turn self-awareness into meaningful action that enables individual growth and organisational impact.

The benefits:

- Develops the capabilities to identify and address the enablers and barriers to advancing Black leaders
- Guides participants in expanding their thinking of leaders and leadership by embracing diverse perspectives to foster the advancement of Black leaders.
- Learn how to apply skills and tools that create opportunities and supportive environments where Black leaders can thrive

Key outcomes:

1. Understand the hidden barriers and biases that shape leadership opportunities for Black colleagues.
2. Recognise how to identify and challenge those barriers and biases within themselves and their organisation.
3. Strengthen their capability to influence change by applying inclusive leadership practices, advocating for equity, and contributing to a culture where Black leaders can thrive.