

MEET ABBY CRAWFORD

Equality Manager at the London Fire Brigade

As the Equality Manager at the London Fire Brigade, Abby Crawford has strategic responsibility for delivering diversity, inclusion and cultural change initiatives. She used her experience of the **Leading Collective Impact Programme** to develop a new 'Togetherness Strategy' for diversity and inclusion at the Fire Brigade.

LEADING COLLECTIVE IMPACT

WHY SHE LEADS CHANGE?

I was encouraged to join the She Leads Change Leading Collective Impact programme by a colleague who knew a couple of people who had completed previous programmes and seen some great personal and professional growth. Having never taken part in a leadership or change programme before, **I joined with no expectations other than to hopefully meet some interesting people, and I certainly achieved that and so much more.**

WHAT DID YOU GAIN?

I joined the programme assuming it was very much a 'work course', and my assumptions couldn't have been more wrong. After a few interactions I quickly gathered that **this was a very different kind of professional development, that was so intrinsically linked to the 'personal' that I was there to grow as a person as well as a leader.**

"I gained confidence, learned new approaches to complex and 'scary' situations, and met a wonderful, diverse group of women who are passionately leading change in areas from global health to philanthropy, and everything in between."

At the London Fire Brigade I have strategic responsibility for delivering diversity, inclusion and cultural change initiatives. It's a workplace which is steeped in history, and is very traditional in a number of senses.



WHAT IS EMERGING FOR YOU?

She Leads Change helped me to explore how my own identity as a 'leader' impacted my ability to effect culture change and introduced me to some effective concepts and practical approaches to leading change in an open and collaborative way.

I have used the models learnt in my day-to-day work, most recently in the development of a new 'Togetherness Strategy' for diversity and Inclusion at the Fire Brigade.

It helped me to not be afraid to propose ideas and to really dig down into how I feel, and understand fully how that impacts on my daily life and ability to be good at leading culture change.

"The biggest learning for me was in the collaborative, open space it created for us to try new things, and the provision of 1:1 sessions with a great coach for each participant was invaluable."