Inclusivity for all
Thank you for covering the recent report from the Royal Academy of Engineering on creating inclusive cultures (“Inclusion is key to your bottom line”, November/December 2017).

The report recommends that some of the sector’s traditional strengths should be used as levers to make the profession more inclusive. The strengths it identifies are specific, although not unique, to engineering. They include teamwork, flexibility and an orientation towards problem-solving. The general point, though – that a sector can identify its strengths and use them as leverage – could surely be applied in all sectors to promote inclusion.

Anthony Haynes, Frontier

Brexit planning
The UK’s withdrawal from the EU is adding to the unpredictable climate for businesses. It increases the challenge of ensuring that their strategies are robust, with all of their components working in alignment.

To ensure business continuity beyond March 2019, CEOs and their leadership teams must focus on the future beyond Brexit now, instead of waiting until the outcomes of the political process. The key is to consider how to approach the following: threats to revenue, cost increases, exchange-rate fluctuations, the availability of skills and even the potential of operating in a tariff-free environment.

Leaders would be well advised to review their strategies to ensure that they are taking a robust approach to secure the future of their businesses.

Rob Shorrick, The Leadership Gallery