

Developing Diverse Leadership Programme

Inclusive leadership in the workplace



When nobody gets left behind, everybody moves forward.

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Developing Diverse Leadership

The Why

Current Reality

- Nationally recognised that BAME colleague representation drops at Agenda for Change Band 8a (equivalent pay scale £47,126 - £53,215), for Nursing, AHP, Midwifery the drop is at Band 7 (equivalent pay scale £40,057-£45,839)
- Part of the NHS People Plan and Promise to address a lack of diversity at higher bands/pay grades
- Barriers that may exist are:
 - Institutional- Policies, Recruitment Practices, Lack of Cultural Awareness etc.
 - Personal - Confidence, Knowledge and Skills, Relationships (Line Managers, exposure to opportunities)



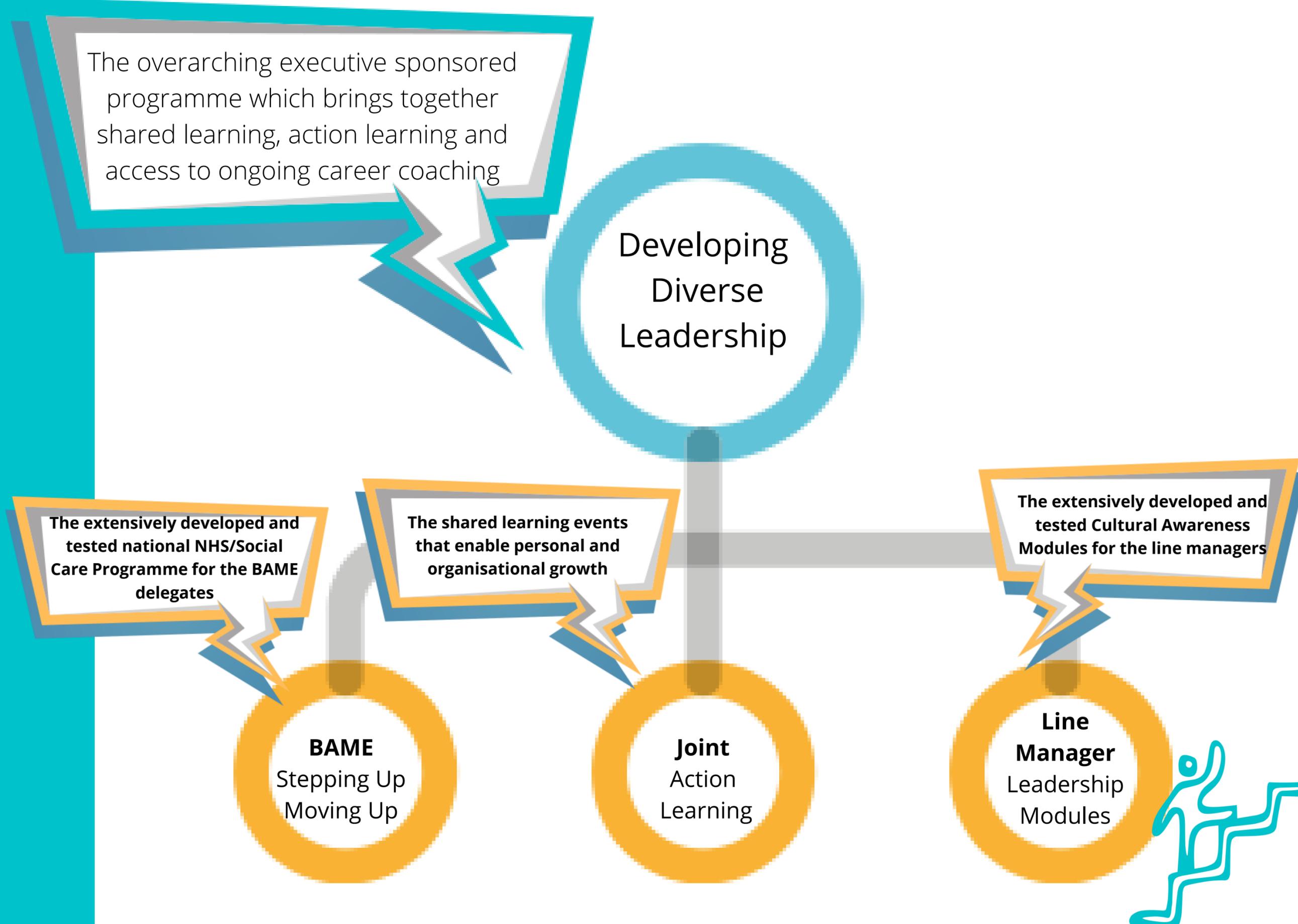
Desired State

- BAME Colleagues have equal opportunity and access to development and career progression
- Institutional barriers are addressed
- Colleagues have the confidence, skills and knowledge to be our leaders of the future
- Cognitive Diversity is enhanced, leading to better outcomes for the communities we serve



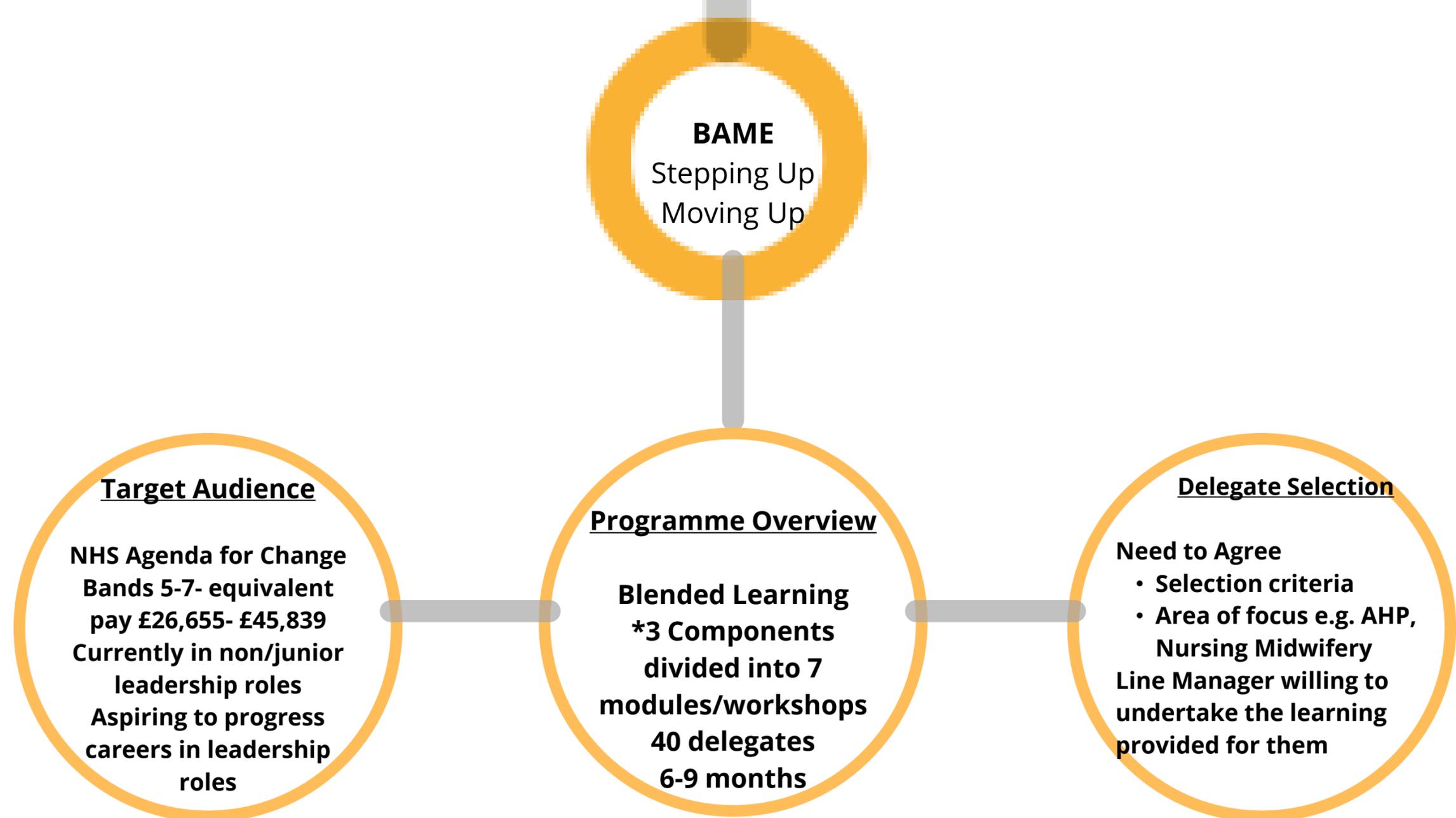
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The What



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Component 1 BAME Development



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- Introduction to Programme and Foundations for Success – Bicultural Competence, Lifelines, Learning Styles and Ways of Thriving in the Workplace
- Leading and Managing in Uncertain and Complex Times and Career Anchors: Leadership and Management, Change Experience, Surfacing You and Career Progression
- Cultivating Brand: Resilience, Personal Branding, Politically Savviness and Dreams for the Future



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Component 2 Line Manager Development

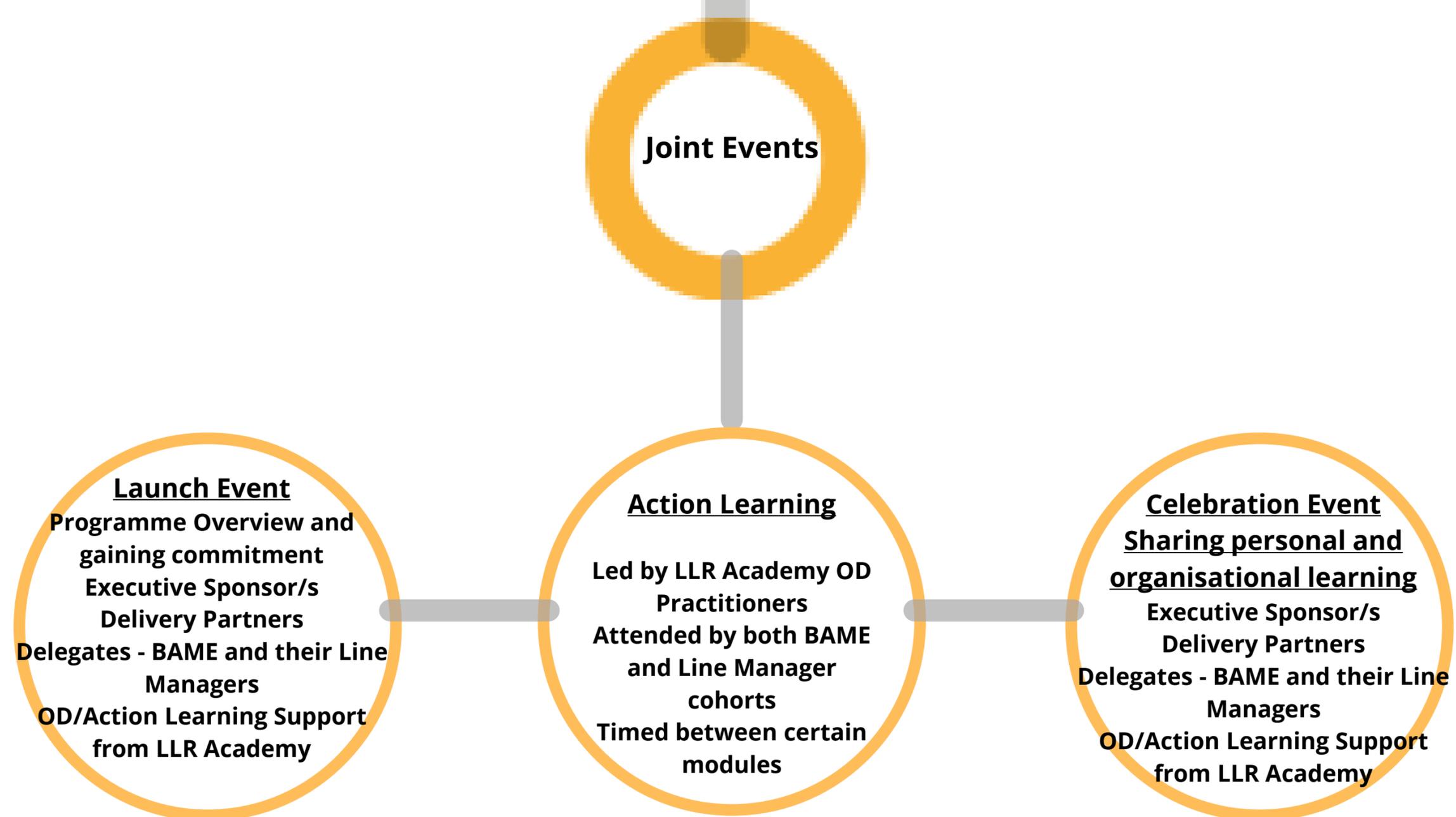


*If the line manager has already attended the modules as part of a previous cohort then they will only need to attend the Action Learning and Celebration Sessions



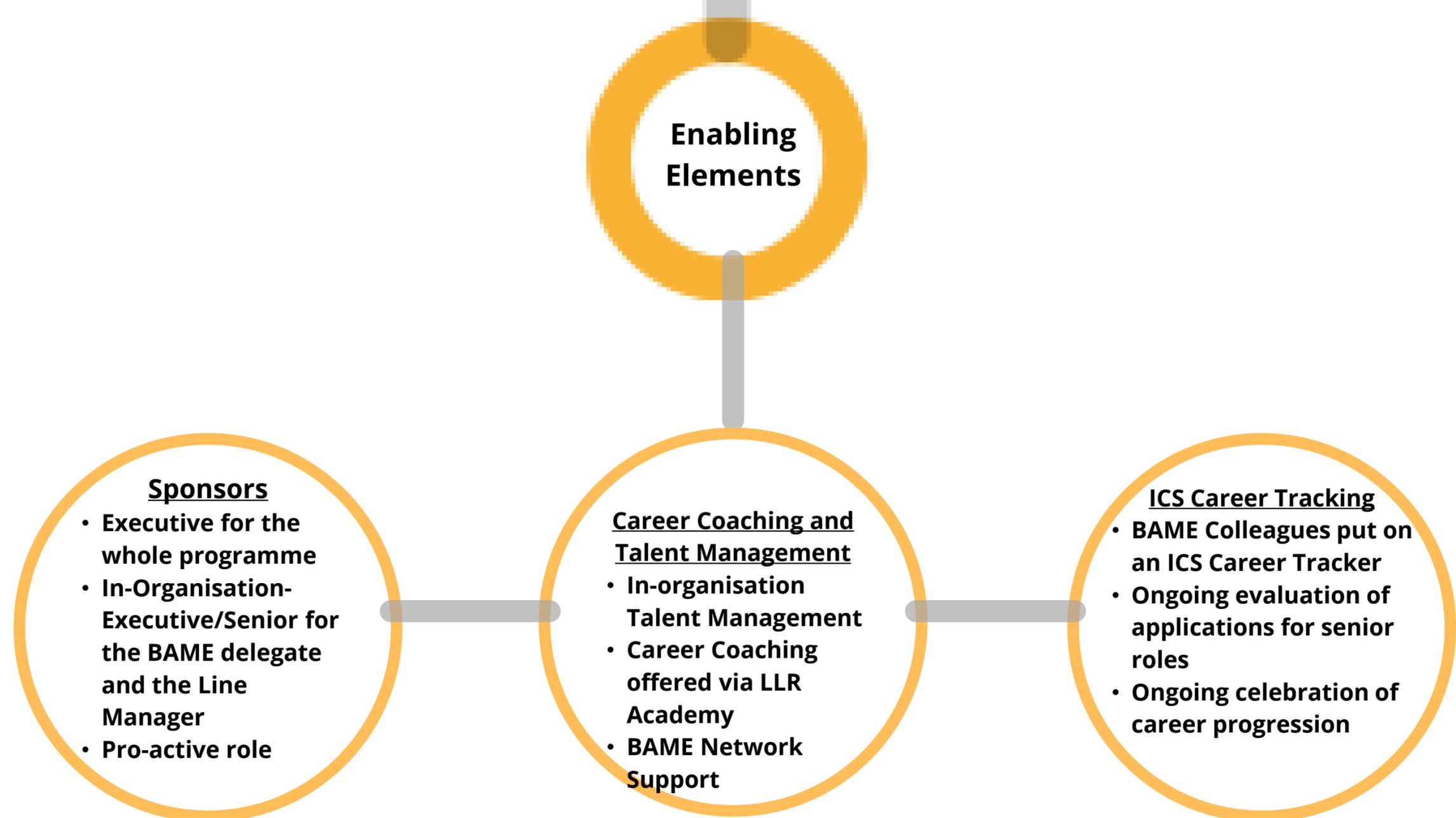
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Component 3 Joint Events & Development



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Component 4 Elements for Success



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Where we are
now/decision
point

1. Concept visualised and socialised with LLR Academy

2. Suppliers engaged and confirmed access to learning programmes

3. Overarching programme developed to bring together learning elements

4. Funding agreed for first programme 80 delegates which consists of 40 aspirant BAME and 40 line managers.
Planning for programme mechanics underway



5. Key Factors:

- **ICS Executive Sponsor- Caroline Trevithick**
- **Target area of need for ICS- Nursing/AHP/Midwifery**
- **ICS/Organisational application process- inclusive design**
- **Organisational Sponsors required**
- **Programme management and delivery team- LLR Academy**
- **Creation of career tracker**



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The Roadmap Key Milestones





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