

# LLR: Inclusive Culture & Leadership

## Developing Diverse Leaders Programme: Drop-in Sessions

May 2024

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# Welcome



**Hellen Makamure**  
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# The Programme

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Winner

**LLR Developing Diverse  
Leadership Team**

**Inclusive Recruitment & Talent Management**

**MIDAS Awards**  
2023

**Inclusive leadership in the workplace: A partnership programme for aspiring Black Asian and Minority Ethnic leaders across LLR.**

*A place where no one gets left behind, and everyone moves forward.*

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# Overview of the programme



**Closing date = 17th May 2024**

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# Aspiring Leaders – Programme Overview

- Module 1 – Unearthing You
- Module 2 – Unearthing Mindset
- Module 3 – Unearthing Aspirations
- Module 4 – Unearthing Success

## Aspiring BAME leaders (participants)

Event	Date	Who should attend?
<b>Launch Event</b>	<b>11<sup>th</sup> July 2024</b> (09:30 – 13:00hrs – F2F)	Aspiring Leaders (participants) <b>AND</b> Sponsor Leaders (line managers)
<b>Aspiring Leaders – Day 1</b>	<b>24<sup>th</sup> Sept 2024</b> (09:30 – 16:30hrs – F2F)	Aspiring Leaders (participants) <b>only</b>
<b>Action Learning Sets</b>	<b>Date TBC</b> (Half-day – F2F)	Aspiring Leaders & Sponsor Leaders
<b>Aspiring Leaders – Day 2</b>	<b>5<sup>th</sup> November 2024</b> (09:30 – 16:30hrs – F2F)	Aspiring Leaders (participants) <b>only</b>
<b>Action Learning Sets</b>	<b>Date TBC</b>	Aspiring Leaders & Sponsor Leaders
<b>Aspiring Leaders – Day 3</b>	<b>17<sup>th</sup> December 2024</b> (09:30 – 16:30hrs – F2F)	Aspiring Leaders (participants) <b>only</b>
<b>Action Learning Sets</b>	<b>Date TBC</b>	Aspiring Leaders & Sponsor Leaders
<b>Aspiring Leaders – Day 4</b>	<b>6<sup>th</sup> February 2025</b> (09:30 – 16:30hrs – F2F)	Aspiring Leaders (participants) <b>only</b>
<b>Action Learning Sets</b>	<b>Date TBC</b>	Aspiring Leaders & Sponsor Leaders
<b>Celebration Event</b>	<b>6<sup>th</sup> March 2025</b> (13:00 – 17:00hrs – F2F)	Aspiring Leaders & Sponsor Leaders



# Sponsor Leaders – Programme Overview

- Module 1 – Cultural Competency, Active Bystander & Reverse Mentoring
- Module 2 – Crafting Careers
- Module 3 – Unearthing Success

# Role of the Sponsor Leader

- Attend the Sponsor Leader programme, and Action Learning Sets.
- Attend the Welcome and Celebration event and celebration.
- Arrange regular meetings with the participant to support/ review progress.
- Identify new opportunities i.e. ‘stretch assignments’ that give exposure to new areas of work.
- Provide information that will contribute to the evaluation of the programme.



## Sponsor Leaders (line managers)

<b>Event</b>	<b>Date</b>	<b>Who should attend?</b>
<b>Launch Event</b>	<b>11<sup>th</sup> July 2024</b> (09:30 – 13:00hrs – F2F)	Aspiring Leaders & Sponsor Leaders
<b>Sponsor Leaders – Day 1</b>	<b>1<sup>st</sup> October 2024</b> (09:30 – 16:30hrs – F2F)	Sponsor Leaders <b>only</b>
<b>Action Learning Sets</b>	<b>Date TBC</b> (Half-day – F2F)	Aspiring Leaders & Sponsor Leaders
<b>Sponsor Leaders – Day 2</b>	<b>6<sup>th</sup> November 2024</b> (09:30 – 16:30hrs – Virtual)	Sponsor Leaders <b>only</b>
<b>Action Learning Sets</b>	<b>Date TBC</b>	Aspiring Leaders & Sponsor Leaders
<b>Sponsor Leaders – Day 3</b>	<b>18<sup>th</sup> December 2024</b> (09:30 – 16:30hrs – Virtual)	Sponsor Leaders <b>only</b>
<b>Action Learning Sets</b>	<b>Date TBC</b>	Aspiring Leaders & Sponsor Leaders
<b>Action Learning Sets</b>	<b>Date TBC</b>	Aspiring Leaders & Sponsor Leaders
<b>Celebration Event</b>	<b>6<sup>th</sup> March 2025</b> (13:00 – 17:00hrs – F2F)	Aspiring Leaders & Sponsor Leaders

# Action Learning Sets

- Access to facilitated ‘action learning’
- x1 Facilitator for up to 8 people
- Bringing your learning into a ‘shared space’
  
- ALS #1 - #3 will be run in your cohorts
- ALS #4 = Aspirant Leaders and Sponsor Leaders will come together

# Organisational Leads



LPT	UHL		ICB	DHU
<b>Haseeb Ahmad</b>  Head of Equality, Diversity and Inclusion	<b>Emma Johns</b>  Education & Practice Development Sister	<b>Sandy Zavery</b>  Head of Equality, Diversity and Inclusion	<b>Wendy Hope</b>  Head of Quality & Safety	<b>Rhonda Pickering</b>  Deputy Chief Nurse
<a href="mailto:haseeb.ahmad4@nhs.net">haseeb.ahmad4@nhs.net</a>	<a href="mailto:emma.johns@uhl-tr.nhs.uk">emma.johns@uhl-tr.nhs.uk</a>	<a href="mailto:sandhya.zavery@uhl-tr.nhs.uk">sandhya.zavery@uhl-tr.nhs.uk</a>	<a href="mailto:wendy.hope@nhs.net">wendy.hope@nhs.net</a>	<a href="mailto:Rhonda.Pickering@DHUHealthCare.nhs.uk">Rhonda.Pickering@DHUHealthCare.nhs.uk</a>

# Role of Organisational Leads

**Provide a psychologically safe space for line managers and participants to resolve any potential barriers relating to accessing the programme**

**Be advocates for the programme & identify development & promotional opportunities for participants**

**Create opportunities for shared learning – personal, team and organisational**

**Signpost & provide access to other networks/ CPD events for participants to attend**





- **Purpose**
- **Impact**
- **Difference**

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**Questions?**

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