



LLR Academy
#MoreGoodDays

DDSL
PROGRAMME



Leicester,
Leicestershire
and Rutland

Developing Diverse Senior Leaders Programme



Email
llr.academy@nhs.net



Our Website
<https://leicesterleicestershireandrutlandhwp.uk/staff-room/llr-academy/>

**Contact
Information**

Program Overview



In today's rapidly changing world, diverse leadership is more important than ever. It enables us to drive true inclusivity, innovation, and long-term success. Yet our workforce data confirms that our current leadership tiers are not representative.

This programme seeks to address that gap by providing a tailored leadership development opportunity to Nurses, Midwives, AHPs and non-clinical colleagues from **minority ethnic backgrounds at Band 8a/b/c or Local Authority equivalent.**

Through focusing on developing diverse senior leadership talent, the programme will:

Promote inclusive leadership at sub board level.

Enhance opportunities for networking.

Create an opportunity to support further talent management and succession planning.

Create a foundation for learning and development with strategic links to the overall people priorities of the ICS.



LLR Academy
#MoreGoodDays

DDSL
PROGRAMME

What does the programme offer?

Mentees (applicants)

- **A comprehensive training programme**
 - Four days of in person learning (between June and September 2025) covering various topics to allow you to shift from operational management to strategic management across organisational boundaries, systems and professions.
- **Stretch Assignment**
 - The uniqueness of the programme is a three month stretch assignment where you will work with a senior leader and get exposure to various system projects where you can apply your learning and stretch your abilities whilst getting exposure to strategic discussions, systems thinking and decision-making processes. Your mentor will be key to your growth as will your Coach and Sponsor.
 - This will run between September 2025 and early January 2026.
- **Strengths approach to career progression**, which includes completing the Strengths Match self-assessment tool to identify your strengths and use this to stand out in today's competitive job market.
- **Paired coaching** – three sessions with your mentor during your Stretch Assignment
- **Facilitated group coaching with your peers**
- Ongoing support via the LLR Academy centred around **Reverse Mentoring, Cultural Awareness and Active Bystander Programme**



LLR Academy
#MoreGoodDays

DDSL
PROGRAMME

How to get involved?

Mentees (applicants)

Who should apply?

This programme is open to **minority ethnic** Nurses, Midwives, Allied Health Professionals and non-clinical workforce working at Band 8a, Band 8b and Band 8c or local authority equivalent aspiring to get into sub board level positions (Band 8D and Band 9 or equivalent).

There are **20 spaces available**, with priority given to nurses, midwives and AHPs to ensure they have the first opportunity to participate. If additional spaces remain, we warmly welcome colleagues in non-clinical roles to join us. This is a rolling programme so we will add you to 2026 waiting list if spaces get filled up.

How to apply?

Please click to apply: <https://forms.office.com/e/3xp6tm7MVm>

Deadline: 10th March 2025

Successful applicants will be notified by 14th March 2025

Mentee schedule (in person)

Program	Date	Time
Launch event	16th May 2025	9:00-14:00
Day 1	4th June 2025	9:00-17:00
Day 2	19th June 2025	9:00-17:00
Day 3	3rd July 2025	9:00-17:00
Day 4	11th Sept 2025	9:00-17:00
Celebration Event	28th Jan 2026	9:00-14:00



LLR Academy
#MoreGoodDays

DDSL
PROGRAMME

What does the programme offer?

Mentors (senior leaders)

- **An opportunity to be part of the movement** to shift the dial for our minority ethnic workforce while supporting strategic **objectives around retention and attraction to LLR**
- **Mentorship**
 - The ability to use your skills and impart knowledge by inspiring, supporting and uplifting the next generation of senior leaders
- **Development opportunities**
 - Two days of in person learning
 - Paired coaching and group coaching

Who are we looking for?

We are looking for Senior Leaders (**Band 8D, Band 9 or equivalent in Local Authority, and Executives**) to support us with this movement.

Sign up today to become a mentor on this programme by emailing us at llr.academy@nhs.net Do advise if you will have a stretch project in mind running during the September – December 2025 months if possible. **Deadline 10th March 2025.**

Mentors schedule (in person)

Program	Date	Time
Launch event	16th May 2025	9:00-14:00
Day 1	4th June 2025	9:00-17:00
Day 2	23rd July 2025	9:00-17:00
Celebration Event	28th Jan 2026	9:00-14:00



LLR Academy
#MoreGoodDays

DDSL
PROGRAMME

Contact us

If you would like to have a conversation with a member of the Core Planning Team before you apply, please contact:



BINA KOTECHA
BINA.KOTECHA1@NHS.NET



HELLEN MAKAMURE
HELLENMAKAMURE.LLRPCL@NHS.NET



MIRAL JOSHI
MIRAL.JOSHI@NHS.NET



NGOZI DAVID-WEST
NGOZI.DAVID-WEST@UHL-TR.NHS.UK



HASEEB AHMAD
HASEEB.AHMAD4@NHS.NET



JEMINI THAKARSHI
JEMINI.THAKARSHI2@NHS.NET

Join one of our drop in webinars via the links below to find out more/speak with the core team:

26th Feb 13:30-14:30 [Join the meeting now](#)

28th Feb 10:00-11:00 [Join the meeting now](#)

3rd March 11:00-12:00 [Join the meeting now](#)



Email

llr.academy@nhs.net



Our Website

<https://leicesterleicestershireandrutlandhwp.uk/staff-room/llr-academy/>



LLR Academy
#MoreGoodDays

DDSL
PROGRAMME