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Cambridgeshire
Community Services
NHS Trust

BME Development Programme

Staff Story

Board Presentation

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13 June 2018



What will we cover?

- ❖ About the cohort
- ❖ About Ready Now Programme
- ❖ Thoughts from other participants
- ❖ Graduation
- ❖ What did I learn?
- ❖ Recommendations for the Board



Cambridgeshire Community Services

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Cambridgeshire Community Services NHS Trust: providing services across Bedfordshire, Cambridgeshire, Luton, Norfolk, Peterborough and Suffolk



About 'Ready Now' Programme

- ❖ Experiential learning approach
- ❖ Facilitated learning relying heavily on personal and achievement groups
- ❖ Understanding yourself
 - Reflection - your identity and experiences
 - 360 Review - how others perceive you
- ❖ Executive Coaching
- ❖ Developing inclusive leaders who can change the system



How did other participants find the programme?

"As a hands on manager and leader, Ready Now helped me to learn about observing and standing back from a situation, rather than rushing in; it had helped me to take a more strategic and longer term view of my work and encouraged me to reflect and learn more about myself and my capabilities as a leader which has helped me to be a better colleague, manager and leader in the NHS and in integrated care."

Read attached M's story and reflect. It is only one story of a Leader in the NHS told from their perspective and what J took away from Ready Now

Read attached J's story and reflect. It is only one story of a Leader in the NHS told from their perspective and what J took away from Ready Now



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Graduation





What did I learn?

- ❖ Walking in other people's shoes whose experiences are alien to mine
- ❖ A better understanding of myself and how others perceive me
- ❖ Everyday tools I can draw on to be an effective leader
- ❖ A sobering understanding of the challenges facing the system in relation to Diversity and Inclusion
- ❖ Becoming an effective leader is a process not an event



Recommendations for the Board

- ❖ We need to support more staff to undertake BAME targeted programmes like Ready Now and Stepping Up
- ❖ Broadening who we recommend for these programmes – Who is BAME?
- ❖ Do we hear enough stories from BAME and other diverse groups about their experience of working within the Trust?
- ❖ A commitment to influence and change the system and not just diversity and the experience of diverse staff within our Trust.



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Questions?

