



## The East of England Positive Action Programme

We know that staff from ethnic minority backgrounds are under-represented in senior roles and are less likely than their white colleagues to access continuing professional development or to believe that their organisation provides equal opportunities for career progression (NHS Workforce Race Equality Standard 2022). Addressing this lack of representation and taking positive action to support colleagues into senior roles are key elements of the East of England [Antiracism Strategy](#).

To support this ambition, a wraparound leadership development programme has been co-produced by the East of England Leadership and Lifelong Learning team, regional alumni of the Leadership Academy's Ready Now and Stepping Up positive action programmes, and [Patricia Ezechie Coaching and Consultancy](#).

Since 2021, the programme of workshops, action learning sets and coaching has been on offer to staff from ethnic minority backgrounds working in systems across the region at all stages of their career journey, from aspiring leaders to those looking to move into executive roles. The programme has been designed to be flexible, so that sessions can be accessed individually or as a series. To date, there have been over 330 participants. The workshops have been based on key themes identified through the consultation and evaluation process:

- ✓ Creating the career you want™
- ✓ Overcoming imposter syndrome and leading with confidence
- ✓ Personal impact, influence and networking
- ✓ Developing a proactive mindset
- ✓ Intersectionality, identity and authenticity

## Impact:

Feedback from participants has been an integral part of the programme from the outset. The initial co-design phase has been followed up with evaluation of each separate element and review through questionnaires, focus groups and case studies to ensure that the sessions remain relevant and impactful



100%

37 responses

of people felt they would be able to apply learning from the “Developing a Proactive Mindset” session to their job roles.



100%

21 responses

of people felt that “Creating the career you want™” gave them insights to help them become more confident and in control of their career choices and direction.



92%

15 responses

of people felt confident that the session “Intersectionality, Identity and Authenticity” would enhance their ability to lead and influence others.



100%

Of coaching participants in 2022 would recommend coaching from Patricia Ezechie and found the coaching sessions useful.

Participants shared the following testimonies from workshops and coaching sessions:



“ I thoroughly enjoyed the session - Patricia is engaging, passionate and fantastic at what she does. This session gave language to a lot of our experiences. It was insightful and I recommend ”

Intersectionality, Identity and Authenticity

*“This session was inspirational. I feel motivated to embrace a 'growth mindset' going forward.”*

Developing a Proactive mindset

*“This session has given me the confidence to know that I have what it takes to execute my responsibilities effectively.”*

Creating the career you want™

*“This was a powerful, interesting and extremely beneficial session, which I have learnt so much from and will be using the strategies to enhance my confidence in relation to my career development.”*

Overcoming Imposter Syndrome and Leading with Confidence

*"Through coaching, I was able to identify my potential and it boosted my confidence."*

*"I now know what steps I need to take to move to the next step in my career. I have been since making progress in the areas I did not feel so confident in."*

*"The sessions got me to really think through my challenge from different angles which I might not have done without it."*

*"Coaching brought to light what is lacking in our system and actions to improve were discussed"*

#### Feedback from Coachees

*"The coaching classes with Patricia made me realise I can achieve my goals faster than I initially planned."*

*"The sessions really helped me to practise that true leadership is about inspiration, influence, and impact. It is about sharing one's vision, setting a common destination and getting the team excited about reaching it."*

#### Feedback from Questionnaire

*"I was lucky to be part of a wonderful group; Action Learning Set has given me a new perspective and approach to career development and confidence to take the next steps."*

#### Feedback from Case Studies



“ Moving forward in your career is most often not a straight journey. You might have to move sideways before you can move forward. Have your eyes fixed on your career/life goal but be flexible on the journey to achieving this. I think this sums up my mantra both personally and professionally, and Patricia has helped me cement this idea. ”

Feedback from a case study

## Key themes from participants:



Enabled to develop a growth mindset and be more proactive.



Inspired to approach career development with a fresh perspective.



Equipped to approach challenges with greater confidence.



Encouraged to reflect and focus on their own development.



Empowered to motivate and support their team.



Challenged positively to consider strengths and areas for development.



Supported in a learning environment with peers from similar backgrounds.

## Recommendations:

Feedback has been overwhelmingly positive, and there is clearly demand for the programme to continue to deliver impactful interventions. Future plans for a refreshed format include the following:

- ✓ Continue to deliver workshops on a range of topics
- ✓ Follow up with smaller, more interactive group sessions to embed the learning
- ✓ Access to coaching sessions to support development
- ✓ Signpost to additional resources building on the workshop themes
- ✓ Include sessions from inspirational leaders about their career journeys

If you are interested in this training and further development opportunities, please visit our website: <https://eoe.leadershipacademy.nhs.uk/>

Please contact the EoE Leadership Academy to find out more.

[eoe@leadershipacademy.nhs.uk](mailto:eoe@leadershipacademy.nhs.uk)

We aim to make our events as inclusive as possible and welcome bookings from individuals with protected characteristics, from diverse backgrounds and from under-represented groups. If we can make any adjustments to enable you to access and participate in our events, please let us know. We also welcome any general comments on the inclusivity of our events.

Please note: Any providers mentioned have been commissioned via a competitive procurement process in line with NHS England standing financial instruction procedures.

