

East Midlands Visible Leaders Network (VLN) *Personal, Professional Systemic Power & Impact*

The East Midlands Leadership Academy and Visible Leaders Network are trailblazing Black and Minority Ethnic (BME) system wide Leadership. The Visible Leaders Network is for BME staff leaders and aspiring leaders. It is designed to support progression to senior level roles within the NHS. People can join the VLN if they are in an Agenda for Change (AfC) Band 5 – 8 and in/ aspiring to be in a leadership role.

Our recent 'BME Leadership Perspectives' event attracted 60 BME staff from across the region from health and social care staff across the health and care system - all aspiring to embark on a leadership role. Subtely



The event enabled people to:

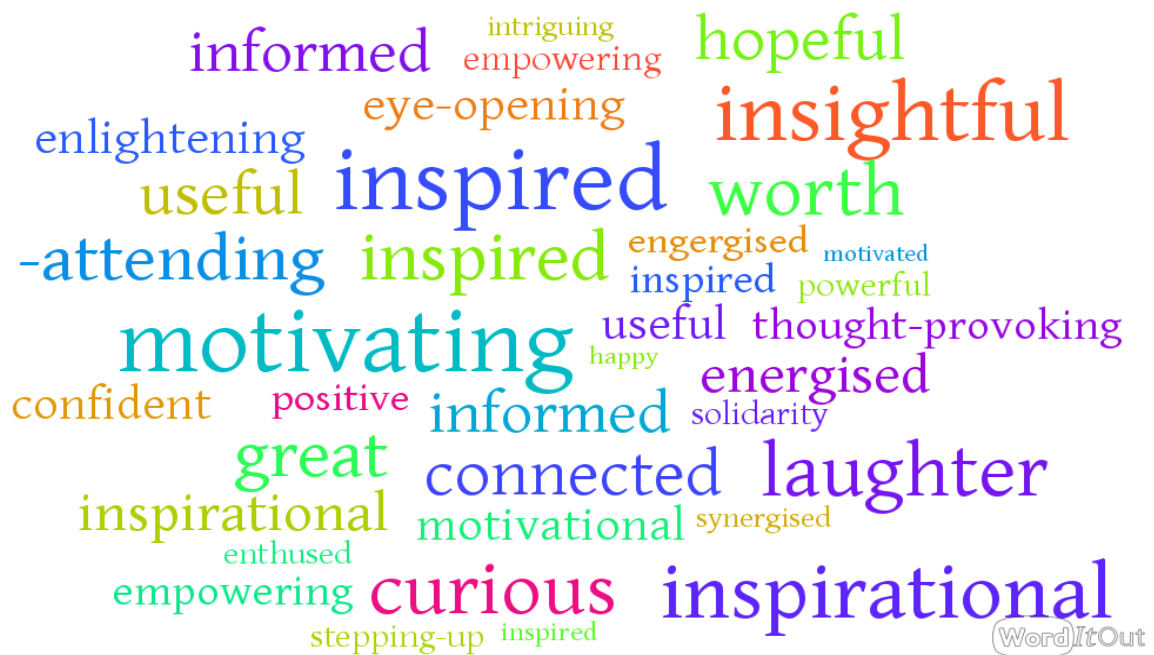
- Increase their knowledge about the context for BME Leadership and its contribution to an Inclusive NHS
- Consider their individual and the VLN as a social movement and driver for leadership change
- Learn practical tips on Building Resilience and Coaching & Mentoring and how can be applied to everyday practice
- Network, listen to personal stories, receive support and be inspired
- Become more active in the VLN as a social movement and the benefit this may bring personally, collectively and to patient/citizen care

- Share views and ideas for future events/activities to spread BME Leadership across health and care systems

Research Fellow Roger Kline presented the evidence and policy context with Snowy White Peaks of the NHS & WRES and Morvia Gooden from the NHS Leadership Academy inspired people with a talk about Inclusive Leadership and the work of the Leadership Academy. With plenty of opportunities for networking, members took away practical tips on building resilience and coaching skills.

A participant said “My first event and it’s been awesome. The information and connections with people in a similar situation has been amazing. It’s going to help me and I want to use the Network to help others”.

Here’s how people felt at the end of the day:



To find out more about the VLN visit

<http://www.leadershipeastmidlands.nhs.uk/networks/visible-leaders-network>

Shahnaz Aziz

Chair of the East Midlands VLN