

CREATING A DIVERSE
TALENT
POOL OF READY - NOW
BRILLIANT LEADERS



- Approach and Methodology
- The Leadership Experience
- What Success Will Look Like
- The Design Experience
- Us as a Partner for You
- Fees



Inflection
Point in BAME
development



A Catalyst for
Cultural
Change



Engaging
BAME and non
BAME staff

We bring:



A focus on impact,
not activity



Creative and Agile
Design



Speedy and Smooth
implementation

We work with BAME staff and the organisation to bring integrated cultural change.
Meeting each where they are on their learning journey.

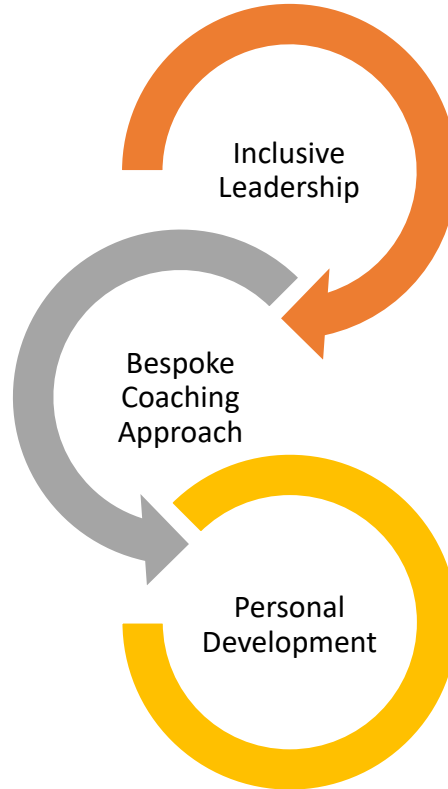
Challenges with BAME Development

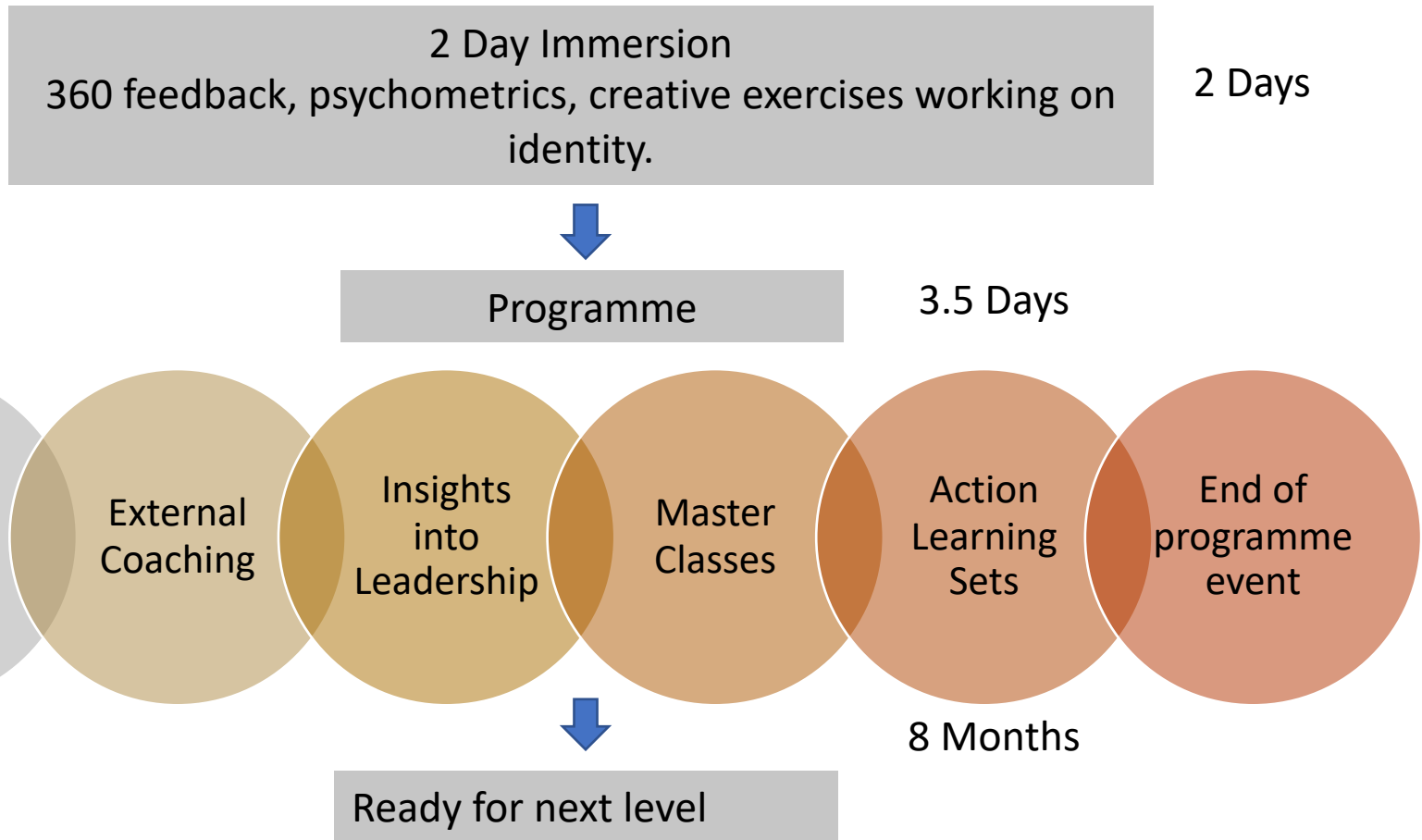
Tackling...

- **A false sense of progress**
- **Undermining of inclusivity**
- **Isolation from power and influence**
- **A sense that ‘they need fixing’**
- **Strategy disconnected from organisation talent management**



Why Us?





Each participant has the opportunity to mentor a non BAME senior leader

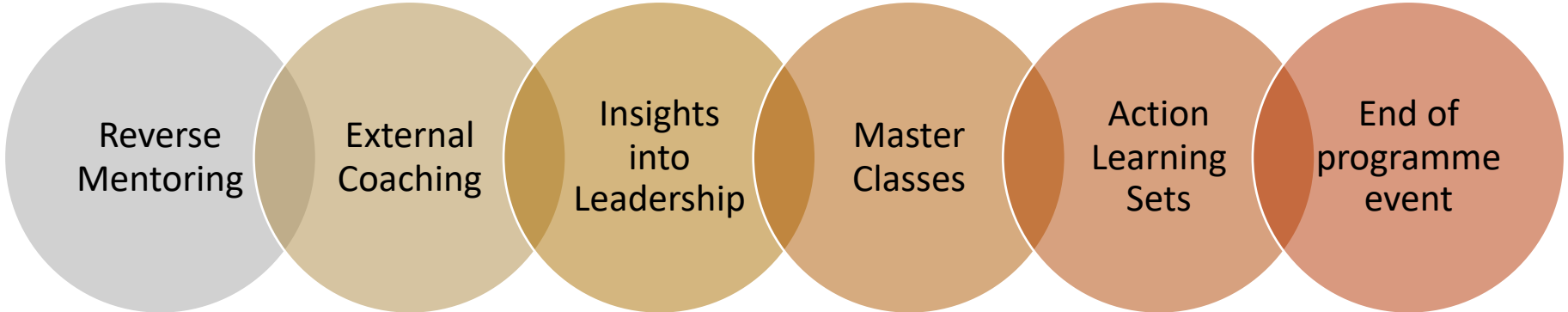
Each participant has access to 3 x 1 hour coaching sessions with an expert external coach

Senior BAME Leaders internally and externally are brought into discuss a leadership challenge with the group, not just share their journey

Following 2 Day immersion
Half Day Masterclasses on the topics identified

Action Learning - the group will be divided into action learning sets which will be facilitated
These will take place on the masterclass days

End of programme event to showcase learning, and solidify commitments by the participants and the organisation



Reverse Mentoring

External Coaching

Insights into Leadership

Master Classes

Action Learning Sets

End of programme event

What success will look like

IMPACT



- Heighten visibility of BAME leaders
- Increased contribution /engagement in current initiatives
- Enhance career aspirations, and increase the pool of BAME leaders as successors to leadership positions.

PARTICIPANT EXPERIENCE



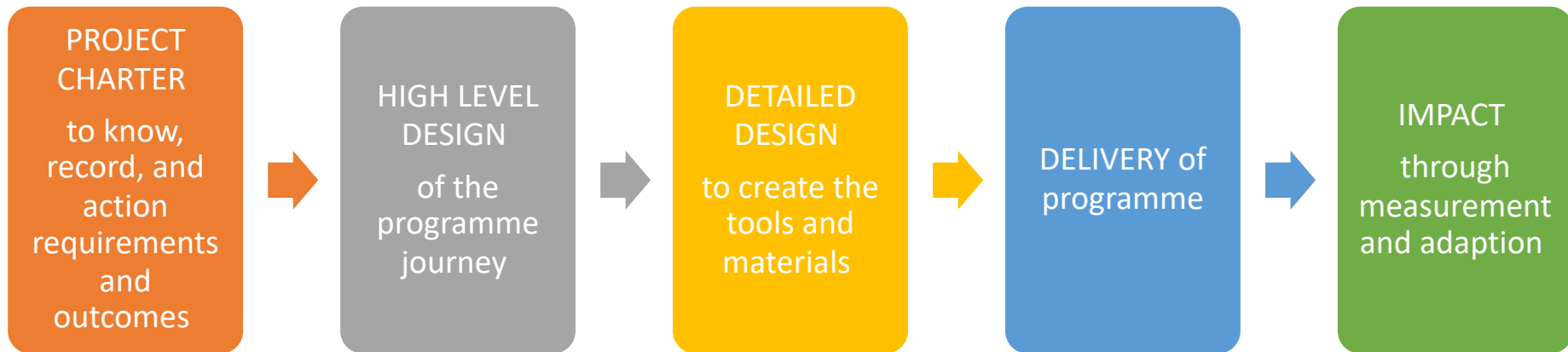
- Feedback
- Participation

Business Results



- BAME staff ready for Leadership Roles
- Increase of BAME staff at senior levels
- Increased Recruitment & Retention of BAME Leaders
- Potential Impact on customer base

The Design Experience



Co-creating with you

**Breakthrough design,
tools and technology**

Iterative and flexible



Jenny Garrett



Jenny Garrett is a Leadership development consultant, she specialises in executive coaching, facilitation and research in the area of leadership and change. She is experienced facilitator of programmes for managers, Directors and CEOs from a variety of organisations, including private and public sector. Recently working with BT, NUS, UHG, GSK & Honda

Jenny's specialist areas include:

Leadership coaching – providing the challenge and support that can be missing for executives at the most senior levels of an organisation to keep them on track.

Diversity – exploring and appreciating difference, culture and beliefs to provide the best organisational solutions

Team performance – through team coaching, enabling improved lines of communication, increased self-awareness and an understanding of others perceptions.

Jenny has a Masters Degree MA (Management Learning & Leadership) Lancaster University. BA Honours Business, University of Westminster and Coaching Qualifications with Ashridge Business School and Lancaster University.



Vijaya Nath



Vijaya brings over 30 years of experience in developing leaders in the private and not-for-profit sector. Her experience spans local and global retail, recruitment consultancy, military and public sector, higher education, the charities sector and health and care.

She has significant experience in the design and development of innovative leadership programmes and senior organisational development consultancy. Vijaya is an EMCC accredited executive coach with over 10,000 coaching hours' experience. She is an experienced board level facilitator and coach.

Vijaya was the recent past Director of Leadership Development at the Leadership Foundation for Higher Education, Director of Leadership development at the think tank The King's Fund. Vijaya was appointed as a Trustee of Windsor Leadership in 2017. Contemplative Spaces was founded in April 2018.

She has led a number of international study tours that feature learning from health and non-health organisations including Microsoft, Boeing, and the Walgreens – Boots alliance that are leading-edge in quality innovation and leadership.

Vijaya has published and written a number of papers on Leadership Development and has influenced thought leadership in the areas of Medical Engagement, Quality Improvement in Health, Equality & Diversity, and the importance of advancing Women in Leadership. She is a visiting professor at Milan's SDA Bocconi School of Management

Case Study

National Student Membership Organisation

Took 20 BAME Leaders through a Leadership Programme

Psychometric

4 Day programme with pre and post work

Followed by 3 sessions of 121 Coaching

Over 3 years - 75% received promotion or went on to more senior roles outside the organisation



<https://youtu.be/tC8SJuaOwqs>

Case Study

National Telecoms Provider

Equipping BAME Leaders to navigate change
And progress their career

Groups Webinars and Group Coaching
Imposter Syndrome
Personal Brand
Playing to Your Strengths

Programme still in progress



<https://youtu.be/fztCXD0EVIM>

Contact Us

Jenny Garrett
Reflexion Associates Ltd
Suite 5, Three Gables
Hemel Hempstead
Herts
HP3 9HN

Tel:

0844 776 4744

0794 606 3120

Email: info@jennygarrett.global

