

STEPPING **UP**
WEST OF ENGLAND


WORLD CLASS LEARNING



POSITIVE ACTION PROGRAMME

April 2023 to April 2024

E-LEARNING



Diversity Leadership - Helping Individuals
to STEP UP to a Leadership Role

Winner

CIPD
People Management
Awards 2020

FORWARD



" Welcome to Stepping Up Cohort 8 West of England.

Stepping Up supports diverse talent - Black, Asian, minority ethnic, disabled, LGBTQ+ and women, who have the potential to "step up" into a leadership role.

Now in it's sixth successive year Stepping Up has held true to the original architecture based on Harvard and other leading Business Schools best practice in leadership development.

The Cohort 8 West of England Programme Intake launches: Stepping Up Leadership Programme. "

- Professor Christine Bamford, Founder, Ally and CEO Stepping Up CIC.

"72% of participants "step up" to a new role - No other programme delivers such results."

- Kevin Millwood, Chair Stepping Up
Stakeholder Board, Head of Cyber Security
Hargreaves Lansdown



"Delighted to launch Cohort 8 West of England. Stepping Up has gone from strength to strength - our aspiration is to have 1,000 diverse leaders by 2025

Our vision is to create a UK Network of 1,000 diverse leaders by 2024.

Stepping Up Network will be a forceful lever for change and the intent to create inclusive workplaces and communities"

- Cllr Asher Craig, Deputy Mayor, Bristol

Stretch Assignment - Virtual Action Learning Set Teams

Participants will work in teams (virtual action learning sets) to undertake a stretch assignment based on one of the United Nations Sustainable Development Goals. The assignment will enable participants to explore the co-creation and research skills, as well as working as part of a team of diverse peers.

Neurodiverse Friendly

Virtual learning platform

Each participant will have their own individual learning account that will provide access to virtual learning that supports the development of critical leadership skills

"Know yourself" developing self-insight, Virtual Mentoring - enhancing your career and leadership capability - Communication with impact, change and politics and career management.

Diagnostic

An innovative approach to diagnosing individual's skill shift gaps that establishes the leadership journey plan for participants through a career passport.



Education Programme

Key modules on strategic issues to generate debate, solutions and insight into the challenges of leading complex change across the wider public sector.

The Education Programme focus on core areas:

- Leadership
- Equality Diversity and Inclusion
- Politics and Change
- Global Trends

Virtual Mentoring

Developing individual skill set shifts through an innovative approach to virtual mentoring. Participants will be matched with an external mentor who will challenge and open thinking to new insights. To support the mentoring journey participants will complete a self-assessment inventory based on emotional intelligence leadership competences.

The assessment will track participants progression and provide impact measurement on the mentoring engagement.

Career Management Support

Support will be made available to prepare individuals for interview and broader career management support, as required.

Cohort 8 - 2023 Intake



- 15 days training commitment
- 5 days (hybrid) Core Modules
- 3 days virtual learning personal development
- 5 days (40 hours) Stretch Assignment VAL
- 2 days (16 hours) Virtual Mentoring

Hear it from Alumni Participants

2019-2021 external evaluation identified:

- Stepping Up participant's confidence increased from **37% to 93%**
- Self-assurance increased from **32% to 70%**
- Influence increased from **32% to 70%**
- Career planning increased from **47% to 90%**
- 72% step up to a new role
- 94 % of Cohort 1 (2018 intake) have been promoted



I have been promoted twice. And set up "Better Tribe" to help African families settle in the UK

- Abimbola Oyekoya

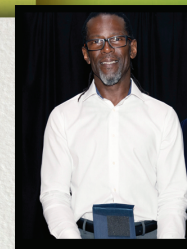


Inclusive learning builds inclusive leadership skills



The Stepping Up Experience has built confidence in me to step up and become the type of leader i want to become; One that is authentic by just being me -inclusive and true to my values

-Gait Collins - Finance Manager, Transformation, Bristol City Council - Completed her MBA



"Stepping Up prepared me for my promotion and continues to support as part of Alumni network"

- Richard Stokes Avon Fire and Rescue Service - Rising Star



I've said it many times before that my success (such as it is) is also Stepping Up success. It's been quite a journey!

- Adam O-Loughlin, who won the Avon & Somerset Police National Federation Bravery Award for Inspiration in policing, winner Neurodiversity and promotion to Sergeant



I have been promoted twice and am an Ambassador for STEM.

-Patricia Owanugbo, MOD,

The Stepping Up Cohort 8 West of England Diversity Leadership Programme

Application Process

The Cohort 8 West of England Programme - 2023 Intake

Open for applications 1st February 2023

Sponsoring employers may undertake an internal selection process. Interested applicants should check the process with their employer.

Employer nominated participants will be selected onto the programme through the Stepping up Selection Board

Diverse Individuals who wish to apply for a bursary should submit CV and Supporting statement as to their motivation to participate in Stepping Up to contactus@steppingupbristol.com

Applications open 1st February

CV and supporting statement to be sent to contactus@steppingupbristol.com

visit www.steppinguplearningacademy.com for further insight into Stepping up portfolio of programmes

"Stepping Up changed my life - let it change yours"

- Sadia Bello, Head of Diversity and Inclusion and Professions City of London Corporation



Stepping Up would like to thank sponsors and partners truly. Stepping Up would not be the success it is today without the support of our partners - and of course the dedication of Stepping Up participants.



MISSION STATEMENT

Our mission
is to curate inclusive workplaces
Where difference can flourish.
Our passion is to develop
a diverse pipeline
from classroom to
boardroom

