



Brilliant Leaders Programme

JENNYGARRETT.GLOBAL

Brilliant Leaders Programme

Research shows that employees from underrepresented groups still face significant barriers in the workplace.

We are proud to have worked with over 2000 staff from underrepresented backgrounds (as well as their line managers and sponsors) to help them build their confidence, enhance their leadership skills and maximise their opportunities to take on more senior roles.

Authenticity, identity & purpose [2 x 3 hours]	Communication with influence [3 hours]	Personal brand & self promotion [3 hours]	Networking and Managing Upward [3 hours]	Career Planning and Lessons Learned [3 hours]
• Concept of authenticity when 'covering' and 'code switching' is necessary • Leveraging difference successfully • Overcoming imposter syndrome	• Tactical actions to increase trust • Understanding of your natural influencing style and how to flex and adapt • Practical strategies to respond to microaggressions	• Crafting what colleagues say about you when you are not in the room • Sharing what you stand for • How to provide colleagues with sufficient information to make the best of your talents	• Responding to feedback that you don't agree with • Instigating and executing courageous conversations • Strategic networking • How to manage Upward	• Creating a career vision • Consolidating learning about self, team, organisation • Action Planning
Colleague Briefing (1 hour)	Support & Challenge Group (3 hours)	Support & Challenge Group (3 hours)	Support & Challenge Group (3 hours)	Support & Challenge Group (3 hours)
Programme Intro	Unpacking Feedback	Communication Challenges	Challenges with Self-Promotion	Challenges when Managing Up

Sponsorship

Line manager webinars

Each cohort will have 4 facilitated Support and Challenge groups in small groups of 6. These provide a space in which to bring workplace challenges and opportunities to work through to take away learning and solutions.

Line manager webinars

Line Manager Webinars [2 hour] will take place at the beginning and end of the programme to prepare line managers to support their colleagues through the programme and garner the learning from the lived experience of the programme at the end.

Coventry City Council Case Study

Coventry City Council commissioned us to support their talent from Black, Asian and minority ethnic backgrounds.

They found that talent from Black, Asian and minority ethnic backgrounds represented just 19% of their headcount and considerably less at senior leadership level.

We worked with a group of 15 talented staff from Black, Asian and minority ethnic backgrounds following a rigorous application process

And the results speak for themselves...

- 100% now feel that they can be themselves at work (compared to 21% at the start of the programme)
- 100% can now talk to their line manager about Race and ethnicity (compared to 57% at the start of the programme)
- 100% would recommend the programme to a colleague
- 30% were promoted during the programme duration and others have been promoted since

Here's what a few participants said about the programme...

"The empowerment and confidence that this programme gave to participants cannot be measured."

"I have led on projects, something that I thought I'd never be able to do."

"I thought leadership was out of my reach. I am now focused and empowered to embrace my potential and the possibilities."

"The programme has also opened doors for me. With the support of my mentor, I'm now working with him and other directors on a new project."

"The programme has helped me unpack challenges that I have had in the workplace and take the positives and learn and grow from these experiences in the support and challenge groups."

A sponsor said...

"It has enabled me to see things from a different perspective. I've learnt about how important culture and diversity is. I hadn't thought previously about the impact that coming from a different cultural background might have on your working life."



Contact Details

Jenny Garrett Global

Three Gables
9 Cornerhall
Hemel Hempstead
HP3 9HN

Tel: 0844 776 477

Email: info@jennygarrett.global

Web: JennyGarrett.Global

