

CS Local Diversity and Inclusion Network Conference
HMRC, Saxon House, Leicester

Managing Inclusion: People, Structures & Systems

Rudi Page, CEO
Enhanced Leadership Insights

15 September 2016



Managing Inclusion: People, Structures & Systems

Enhanced Leadership Insights (ELi) management model translates strategic dialogues into key deliverables for workforce engagement and development



Managing Inclusion: People, Structures & Systems

Policy Implementation: Policies, Actions & Remedies

Public Sector Equality Duty (PSED)

Equality Delivery System (EDS₂)

Workforce Race Equality Standard (WRES)



Managing Inclusion: People, Structures & Systems

Case Studies: NHS and Higher Education

- Imperial College London: Imperial As One (Creative Futures)
- Black Country Partnership NHS Foundation Trust: Shaping our Future Programme: Equalities & Inclusion Board
- St George's University Hospitals Foundation NHS Trust:
Midwifery Futures (NHS leadership Award Winner 2014)
St George's As One Advisory Group /WRES Task Group



Managing Inclusion: People, Structures & Systems

Staff Engagement: All Voices must Heard

What Action needs to be taken to improve your feeling of wellbeing at this Trust?

What are your ideas for service improvement for enhancing patient, experience, access and involvement?

What is your role and do you understand what the organisation expects from you?



Managing Inclusion: People, Structures & Systems

Inverted Organisational Model for Frontline Teams: Lines of Communication

Roles

Responsibilities

Peer Relationships

Mutual Expectations



Managing Inclusion: People, Structures & Systems

Transformational Leadership Approach & Values

Network Advisory Group

Equalities & Inclusion Board

WRES Task Group



Managing Inclusion: People, Structures & Systems

Trusted Leaders : Value-Added

Mediators

Mentors

Project Leadership

Role Models

Community Champions



Managing Inclusion: People, Structures & Systems

Rudi Page, CEO
Enhanced Leadership Insights

E: rudi@makingconnectionswork.com

W: www.makingconnectionswork.com

S: rudiglobal

Tel: +44 07958 744660

