



New addition:
Guest Speaker from
Jamaica



HS Consultancy

Creating Solutions with You

Leading Diverse Organisations and Teams A Blended Learning Modular Development Programme

“Many people who find themselves in management and leadership positions know that the culture of an organisation revolves around its approach and practice in the area of equalities. This is not just a matter of fairness, it is a matter of efficiency, effective management practice and leadership that is experienced as values driven and authentic.” Lord Adebowale in the foreword to “The Equality Act 2010 in Mental Health”

Programme Approach

This preparatory course uses experiential and conceptual challenges to create a lived experience of four key dimensions of leadership development: i) integrity and authenticity; ii) self awareness and emotional intelligence; iii) leading a convincing business case for equalities; iv) fostering good relationships and managing conflicts.

The course is dedicated to participants’ acquisition of the knowledge, skills and confidence to lead the complexity of equalities practice in challenging environments. Participants work with their most pressing leadership and organisational challenges in a stretching but supportive context, with feedback from skilled coaches, credible professional leaders and peers.

Programme content

Pre course 360 Assessment

Prior to the course commencing, a 360-degree feedback process will be set up using a dedicated tool. The feedback will map strengths and areas for development in relation to knowledge, skills and personal qualities for leading in a diverse context and addressing inequalities. The 360 degree assessment is confidential and developmental and begins approximately six weeks prior to course start date. Participants are asked to identify a minimum of 5 people to involve in providing feedback and this will include an end user. It is an online facilitated process and outcomes form part of a conversation with a facilitator on the first taught day.

The taught modules are designed as two consecutive days. There are 3 modules.

Module 1 Leading Equalities in a new legislative context

- The implications of the New Equality Act 2010 for leaders; changes by the Coalition Administration and the evidence base for equality in terms of organisational performance.
- Exploring values and vision as a resource for ethical leadership.
- Emotional intelligence in equalities - the role of socio-political understandings in developing empathy and compassion.

Module 2 Effective leadership for optimum outcomes

- Frameworks for understanding the persistence of inequality.
- Effective influencing – developing the confidence to use power and authority to promote equalities.
- Modelling behaviours: being visible and demonstrating integrity by example.
- Whistle blowing or lamplighting? – creating a positive climate of challenge.
- Essential elements in responding effectively to complaints (formal or informal).

Module 3 Sustaining equalities practice

- Embedding equalities within organisational practice.
- Effectively managing conflicts that arise between different equalities strands.
- Supporting others to lead and challenge equalities.
- Future proofing equalities: performance management and other management rigours



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About the course providers

Dr Karen Linde is a Senior Research and Development Fellow (Leeds) and an Associate of the Centre for Citizenship and Communities. She has held a series of senior academic and development roles and led equalities work particularly in relation to gender. Karen is an executive coach and trained in strength based approaches leadership. She is involved in national and international strategy, policy and practice development to prevent the abuse of human rights and advance ethical leadership. She provides consultancy to diverse organisations seeking to develop sustainable ways of working with complex abuse issues.

Hári Sewell

Hári Sewell is founder and Director of HS Consultancy and is a former executive director of health and social care in the NHS, where his responsibilities included learning and development and organisational development. He is a writer and speaker in his specialist areas of equalities in mental health. Hári regularly runs highly evaluated courses and has delivered programmes for University of Oxford, the Department of Health and countless health and social care organisations.

Hári was national project lead for equalities in the Department of Health's National Mental Health Development Unit Equalities Programme. He is honorary Senior Visiting Fellow at University of Central Lancashire and also at Buckinghamshire New University. He has worked as an expert panellist with the Department of Health and the Royal College of Psychiatrists. Hári is on the editorial advisory board of the Journal *Ethnicity and Inequalities in Health and Social Care*, which he edited until 2012. He was the founder and chair of the national Social Care Strategic Network (Mental Health) until November 2010 and was part of the Marmot Review of Health Inequalities post 2010.

Hári is author of '*Working with Ethnicity Race and Culture in Mental Health: A Handbook for Practitioners*' (published in October 2008) and his latest edited book '*The Equality Act 2010 in Mental Health*' was published by Jessica Kingsley Publishers in November 2012. He has had various articles and book chapters published with new material emerging regularly. See www.hsconsultancy.org.uk.

Contact for further information

Email: contact@hsconsultancy.org.uk or call 020 8133 4636

Booking arrangements

The cost of the six days (in three two-day modules) is £1700 plus VAT

The first two-day module will be held on: **27th and 28th November 2013, Russell Square, London.**

Additional dates

Module 2: 15th and 16th January 2014. **Module 3:** 25th and 26th February 2014 **(with special guest speaker: Dr Hilary Robertson-Hickling, Lecturer in Human Resource Management in the Mona School of Business and Management at the University of the West Indies in Mona Jamaica.)**

Potential applicants will have a booked telephone interview with either Hári or Karen following their initial expression of interest. This will last around 20 minutes. If applicants wish to register we will send an application form. The application form will need to be returned after which an invoice will be issued for the first instalment of £1000 plus VAT. Places will be confirmed once all administration is finalised and full joining instructions will be issued.