



Leadership Academy

Second Midlands Leadership Academy Women in Leadership Celebration Conference 2021

Post Event Report:

11th March 2021



Inspiring Women
in Leadership
& Men as Allies

“Lift as you Climb.”

ONLINE EVENT IN PARTNERSHIP WITH



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Foreword

Dr Clare Price-Dowd, Midlands Leadership and Lifelong Learning

I was thrilled to be hosting this event in collaboration with The Asian Firefighters Service Association and Jagtar Singh Associates Ltd. This event was in support of International Women's Day and was the second event hosted by the Midlands Leadership Academy building on last year's Women's Network event – Women advancement and empowerment in the workplace. The Midlands leadership academy has established an inclusion brand "Going Beyond the Conversation" with JSA Ltd that is now attracting excellent take up from NHS trusts and other sector partners.

This event forms part of the NHS Midlands Leadership Academy's commitment towards *leadership development* and *equality diversity* and inclusion.

We had six truly amazing and inspirational speakers who shared insights into their careers and journeys as leaders, both in the private sector and the NHS. They demonstrated the importance of how outstanding leaders can inspire cultures of readiness and inclusion which improve the services, care and trust provided to patients, service users and local communities.

The backdrop to the event was the *NHS People Plan 2020/21* and the *people promise*, key documents which set out what our NHS people can expect from their leaders and from each other.

Whilst celebrating the achievements of women we explored with our speakers the mantra of the event, "lift as you climb", to understand the barriers that exist for women to aspire to senior leadership positions, how we can develop a culture and positive environment in the NHS to support women to progress in their careers and thrive in the workplace rather than just survive.

We also recognised the importance of men as allies and how we should be harnessing champions of

women to leadership on boards to progress our work. The following report represents a summary of the insights shared by the speakers on the day.

We hope you are as inspired as much as I was on the day. Please feel free to offer feedback so we may grow and develop this brand in future years to midlands@leadershipacademy.nhs.uk or jagtarbasi@yahoo.com

Finally, much progress on gender equality has been made in the NHS with 40% of women on NHS boards, however with over 78% women in posts in the NHS, we have a long way to go. We look forward to continuing the debate and working with you to dismantle the barriers that prevent women in the NHS and wider society achieving their full potential.



Dr Clare Price-Dowd
Head of Midlands
Leadership & Lifelong
Learning



Background

This event was the second event hosted by the Midlands Leadership Academy building on last year's *Women's Network event – Women advancement and empowerment in the workplace.*

This year's event was held three days after the world celebrated 'International Women's Day' on 8th March 2021.

The backdrop to the event was also the *NHS People Plan 2020/21* and the *people promise*, key documents which set out what our NHS people can expect from their leaders and from each other. It focused on how we must all continue to look after each other and foster a culture of inclusion and belonging, as well as take action to grow our workforce, train our people and work together differently to deliver patient care. This plan sets out practical actions for employers and systems, as well as the actions that NHS England and NHS Improvement and Health Education England will take over the remainder of 2020/21. It includes specific commitments around:

- a. looking after our people – with quality health and wellbeing support for everyone.
- b. belonging in the NHS – with a particular focus on tackling the discrimination that some staff face.
- c. new ways of working and delivering care – making effective use of the full range of our people's skills and experience.
- d. growing for the future – how we recruit and keep our people, and welcome back colleagues who want to return.

Separately, *women* around the world have been deeply affected by the COVID-19 pandemic, which has heightened the large and small inequalities, both at work and at home, that women face daily. No surprise, therefore, that this year's International

Women's Day, which UN Women have themed "Women in Leadership: Achieving an equal future in a COVID-19 world".

At the same time the NHS is working to improve its gender ratio among senior leaders, aiming to achieve a 50/50 gender representation on NHS boards by 2020. In September 2020, the NHS Confederation published an updated report entitled '*Action for equality*'. Research found that while progress has been made to increase the proportion of women in leadership roles across the health service, there is much more to do to meet the NHS's target of 50:50 representation this year, as set by the NHS regulator in 2016. At present, 45% of NHS boards have female representation. The report concludes that we need 150 more women in board level positions to reach our goal of truly diverse boards.

In 2019, the Health and Care Women Leaders Network published a report *Men as Allies* which explores some of the important actions and behaviours men can take to support the development of female leaders in the NHS. This has become a point of focus throughout the network's 2019 work programme.

In 2019, the network published a report; *Brave, Compassionate, Confident, Kind: Succeeding as a Woman in Health and Care*. In the report, 20 senior women working in and with the NHS speak candidly about their career journeys and how women they have known and worked with have supported them and helped them on their leadership journey.

Executive Summary

Jagtar Singh, Coventry and Warwick Partnership NHS Trust and Dr Clare Price-Dowd, Midlands Leadership and Lifelong Learning

The conference was delivered by exceptional, inspirational speakers from diverse backgrounds, therefore engendering diverse thinking and inclusiveness. Each speaker was adept at relaying a powerful story with skill and humour. The stories told came from a truly authentic place and adhered to leadership theory and the research of remaining true to self and the power of truth.

Key messages included.

1. It is essential to know thyself to lead others.
2. Self-development is key, but not necessarily just programmes, become a teacher of others and you in turn will grow and develop.
3. The day you think you are a master is the day you hang up your towel, there is always something to learn.
4. Face your fears and learn from them.
5. Support others and participate in coaching, mentoring and allyship. These will help empower and develop others, and our next generation.
6. Inclusivity is for all, do not let difference divide.
7. Men as allies is a powerful model to utilise, men who recognise the qualities of women and the diverse skills they have, can and will change the workplace.
8. Helping to change the environment and culture will help change the way women are perceived in the workplace.
9. Be kind to yourself, look after yourself, recognise that you cannot do everything. Practice vulnerability and the art of asking for help.
10. Education, being curious and learning will always take you through life.
11. Be more aware of and focussed on learning opportunities and have the bandwidth to see them.
12. Reach out more, network more, share more.
13. Be inclusive.
14. Be compassionate.
15. Be a good role model and **'lift as you climb.'**

The overall theme is **'lift as you climb'**, We need to build a future in which we do not need conversations like these, and inclusion will be visible and embedded in our DNA.

Welcome and Introductions

Workshop Co-Chairs - Jagtar Singh, Coventry and Warwick Partnership NHS Trust and Dr Clare Price-Dowd, Midlands Leadership and Lifelong Learning

Another key feature of the event was 'Diversity of thought', hence the event was a multi professional event with a broad range of diverse participants from different sectors, inclusive of health, social care, police, fire service and the voluntary sector.

The event was opened by Co-chairs Jagtar Singh ^{OBE} and Dr Clare Price-Dowd. As Co - Chair, Jagtar set the scene for the session. The title **"lift as you climb"** came from the Asian Fire Service Association (AFSA) Fire Fighters to encourage staff to lift others as they climb the career ladder.

Delegates were encouraged to think about the following statement throughout the conference - **"What does lift as you climb mean to you?"**

Clare offered a story to reflect an example of allyship and lift as you climb, where a past interviewer recognised her capabilities despite her nervousness and poor performance in an interview. The message being: see beyond what you see and encourage potential.

By setting the scene this highlighted the importance and strong value many women and men place on supporting other women to achieve their ambitions as they pursue their own. In addition, viewing personal development within the context of a spirit of generosity and abundance - there's enough opportunity and need for what we each have to offer for us all to do well.

Finally, Jagtar informed the audience that all the speakers would be telling their story. This format was chosen because we know how powerful *story telling*

is as a leadership tool. Our approach was influenced also by *Michelle Ramos*, a writer on women and leadership who said:

"Every woman has a story, and the world needs to see and hear your story and your perspective as a woman leader, and, more critically, as a woman of colour. Storytelling is rooted in our cultures and has been proven to be one of the most effective ways to not only share with the world who you are, but open people's minds in a way that simply telling a set of regurgitated data or facts cannot."



Jagtar Singh ^{OBE}
CEO JSA Ltd, Coventry
and Warwick
Partnership NHS Trust



Dr Clare Price-Dowd
Head of Midlands
Leadership & Lifelong
Learning



Speaker 1

Prerana Issar: NHS Chief People Officer, NHS England, and NHS Improvement (NHSEI)

Prerana opened her conversation by praising Sam Allen, Chair of the *Health and Care Women Leaders Network* and the event that was held on 8th March 2021 as part of International Women's Day celebrations which attracted over 5,800 delegates throughout the day.

Prerana opened her conversation by praising Sam Allen, Chair of the Health and Care Women Leaders Network and the event that was held on 8th March 2021 as part of International Women's Day celebrations which attracted over 5,800 delegates throughout the day.

Prerana started her presentation by reminding the audience that there are over 1 million women who work in the NHS. Secondly, it is sometime assumed gender equality has been achieved within the NHS, but more needs to be done. She also stressed the importance of culture to enable women and others from protected characteristics to flourish.

Secondly, she highlighted the ongoing challenge of COVID-19 and the need to recognise that although COVID-19 has affected more men in terms of the illness, the long-term impact of COVID-19 has affected more *women*, and, especially women of colour and women from deprived areas.

Prerana highlighted her experience working at Unilever, the United Nations and the NHS. She expressed the view that the NHS is where she has seen the least equality. She stressed the need to see our role and responsibility to support the 1m women in the NHS and to view staff networks as vehicles for change and which can make the important cultural shift required.

She provided the audience with three keys tips to take away. Firstly, the importance of creating allies of both men and women who believe in equality and advancement for all. Secondly, to focus on culture and using policy and practice to help nurture. Thirdly, to bring your whole self to work. At the same time, she also warned, this comes with judgements but we should share tales of our lives so people can connect and understand us and others.

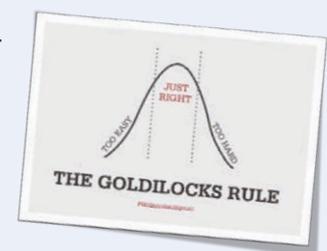
Furthermore, Prerana reminded us of the "**Goldilocks rule**" to highlight the challenges continuing to face working women.

If you talk about your children then you are perceived as soft.

If you do not talk about your feelings and adopt a macho

image, you are perceived as too hard.

There is a balance, but remember whatever you decide to bring to the party is valid.



Finally, the speaker was asked, "What would you tell your younger self?" Her reply focused on the value of continuous learning, being more aware and focussed on learning opportunities and having the bandwidth to see them, reach out more, network more, share more and finally always have something to offer, always try to help.

Speaker 2

Dr Nikita Kanani MBE: *Medical Director for Primary Care, NHS England, and NHS Improvement (NHSEI)*

Nikita took the audience through her work life journey and by sharing anecdotes along the way. She described her upbringing and background, emphasising the importance of parents, and the impact our life and social/ economic background has on our growth and development. Her parents were community pharmacist which meant she always had a connection to the NHS and patients. In turn, she became a doctor and then chief officer of a CCG. In doing so she shared her frustrations of wanting to do things but not having the means to do so, hence her move to a national role. This has allowed her to build on her learning and influence the national agenda.

In describing her journey Nikita went on to describe how she suffered *microaggressions* as the only woman of colour, mother, and clinician in the room. She also described how she felt she had experienced criticism for how she spoke and wrote in English but also how she had benefited from coaches and mentors.

She explained how her early career frustrations enabled her to change career direction and utilise her skills to gain powerful positions and to make changes for the better for our patients.

Nikita believes we have a role to actively help other women to climb the ladder. She emphasised the importance of bringing yourself to work and challenged those present to think about if you take your whole self to work how would people react?

Nikita then addressed what advice she would give for those in the audience who may be aspiring to undertake a national role. She advised delegates not to necessarily plan such change, be curious and finally ask questions to those that inspire you.

Furthermore, she emphasised the need to challenge ourselves and help create space for lift and climb. She used the example of the baby elephant who is attached to a post for a year and when released never strays from the post. She encouraged delegates to break free, not to limit self and create space to dream. At the same time, she warned not to set oneself up to fulfill unrealistic expectations. To look to achieve key things that make a difference rather than look to achieve everything.

Finally, she shared some tips for women including the importance of creating opportunities for others, learning from this session and bringing others with you to promote diversity of thought and experience.



Speaker 3

Rebecca Bryant: Chief Fire Officer at Staffordshire Fire and Rescue Service

Rebecca described her early life in the fire service and the changes she has seen but reminded delegates that although we have come a long way there is still more to do. She spoke about her earlier career and how she conformed to the existing male macho culture to fit in. Only as she progressed did she then focus on being herself.

She explored the genderisation of occupations and how when she joined the fire service in the 1990s this pervaded the culture, and how saddened she was that these misconceptions still occur, which are still influencing our future generation. She described the work of rebalance and how children's perceptions of careers are influenced by their upbringing, TV programmes and social media, and how imperative it is that we challenge and change this view with positive role models. An example she highlighted included when 66 children were asked to describe what a pilot, surgeon and a fire fighter looked like 61/66 children thought the drawing of pictures identified men within these roles.

Rebecca believes it is important that we bring our strengths to work, and we need to create environments that allow equality to thrive. She described her frustration at male counterparts' attitudes that to be successful we need to emulate them; we need to challenge this and use all of our softer skills of compassion and empathy to role model good leadership. She expressed the view that future firefighters need to be able to demonstrate compassion, understanding and empathy.

Rebecca honestly believes that it is our duty to encourage and enable others to thrive. Rebecca believes that although we have learnt to thrive by being innovative in our working practice of virtual connections due to COVID-19, we have missed the human connection, and this is what we need to engender in the future. It is

important to create community and staff networks. These networks enable difference to be at the forefront and that all experiences are valuable, including all protected characteristics.

Rebecca explored listening and how it is important to listen to understand and not just to respond. She recommended a *book* by Kate Murphy who argues that as individuals we are so absorbed in our own thoughts and dreams, occupying our little digital bubbles – we have lost the ability to listen, creating an epidemic of loneliness and isolation.

The speaker then returned to the subject of adapting to the environment or being oneself. She shared her experience including in her early days being rolled out when the press visited the station. At the time she did not recognise the importance of role modelling. As she matured, she felt she could be herself and realised the importance of doing so. She concluded that not being true and authentic has an impact on your mental health and well-being. It is important to support everyone and be inclusive, if someone needs your help you should give it.

Finally, Rebecca gave some tips for any aspiring firefighters. She emphasised the importance of a high level of fitness, fantastic interpersonal skills, dream big, keep trying, get feedback and develop to improve self, don't tell yourself it's impossible, say I am possible, remember cultural change does not happen overnight.

Speaker 4

Samantha Allen *MBA, CCMI, Cmgr: Chief Executive of Sussex Partnership NHS Foundation Trust*

Sam gave some great insights into her working career and how she rose from a receptionist to a CEO, spanning a career over 25 years with 11 jobs in different organisations in the NHS. She believes a fundamental part of her role is supporting staff and giving back. Sam believes it is imperative to have a growth mindset and attempt to have the ability to always see the positive in everything that happens. When you are at a low remember that you can always learn from any situation.

Sam shared her frustration of the hierarchical nature of the NHS and pleaded that we attempt to stop the practice of calling people by their banding rather than names. Progression for Sam is a journey not a linear process, growth comes from learning and new experience, she encouraged the notion of seeing progression to an end. Take a route that makes you happy and achieves your goals, take sideways moves and secondments to enhance your skill set and understanding.

Sam shared her views on leadership and how early in her career she asked herself "What does my leadership stand for?" and encouraged delegates to do the same. Sam then proceeded to describe that for her, leadership was all about being in service of others and enabling them to do their jobs, secondly asking for help, showing your vulnerability and through diverse networks learning from others.

The speaker stressed the importance of reverse mentoring but rather likes to call it reciprocal mentoring. She actively supports the practice of sponsorship for others. Sam believes sponsorship is supporting all by coaching, mentoring and empowering. Furthermore, sponsorship is also about opening doors and providing exposure to people to allow them to make the most of opportunities.

Furthermore, she stressed the importance of 'allies' and the importance of engaging male feminists to ensure progress in terms of equality and diversity was a lot quicker.

She then addressed the issue of leadership programmes as part of the learning journey. She encouraged delegates to ask three key questions before they embark upon a leadership programme. Why do I want to do this? What will I get out of this? What can I learn about myself?

Furthermore, she stressed the importance of support mechanisms and highlighted the positive role of her partner. She emphasised the need to have cheerleaders in your life, supporters, looking at people in history who you can learn from and returning to the theme of allies, not being afraid to express fears and how you can overcome them.

In addition, on reflecting on what she would say to her younger self she replied: **"Worry less about yourself, be your own person, try new things and challenge yourself."**

Finally, Sam encouraged all delegates to join the *Health and Care Women's Leaders Network*.



Speaker 5

Simon Gilby: Chief Executive, Coventry and Warwickshire NHS Trust

Simon has held a long career in the NHS and for the past 20 years as a CEO. He described the highs and lows and how he has learnt the importance of inclusivity for all.

He recognised his privilege, a white, middle class educated male. But he also cares and wants change for future generations. Simon outlined his strong commitment as an ally for women and his ambition of getting to a position where we do not need allies or champions as we will be inclusive.

He believes men have a responsibility to be proactive, make things different and create better environments.

Simon shared the following leadership qualities:

- We are here to serve others
- It is our duty to value people, respect diversity, and treat others as you would want to be treated
- Surround yourself with people smarter than you
- Recognise the skills of others, you cannot be the expert in everything
- Be accessible and approachable
- Spend time in your organisation, to see and understand what is important to others
- Keep everything in perspective

It is important to address issues that are important to women who are building their careers.

Simon asked “Twitter” and did research on the following question: **“What can I actively do to support women?”**

His research yielded the following:

- Allow women a voice without interruption
- Listen to understand not respond
- Observe and notice
- Say thank you, especially in public
- Do not over explain or assume women know less than you
- Avoid platitudes
- Be the one to call out inequality
- Ask where the women are when you are in meetings and they are not present
- Be open to ask questions and be prepared to have uncomfortable conversations

Speaker 5 (Continued)

Simon believes there are some practical behaviours that men can practice, these are:

- Demonstrate male support by action, be aware of issues women face, i.e., childcare
- Interrogate your own implicit behaviour
- Address gender inequalities

But equally Simon believes women have a responsibility also and this includes:

- Ensure men know how you feel
- Be bold to challenge
- Advocate for other women
- Teach men on what is important

Simon shared a snippet that he saw that categorised men:

- Clueless
- Aware
- Active

Currently, men are categorised as clueless. He stressed the need to change the category to active and encourage all men to be active in terms of inclusivity.

In terms of key tips for the audience Simon replied:

- I try to practice what I preach. Be open, be equal, support, be inclusive
- Support the development of the organisational culture
- Take steps to address inequalities
- Support women through policies and practice

Simon then addressed the issue of challenging poor behaviour. He argued that as a CEO you have a position of power and implied authority, so you have the authority and ability to speak out.

“I do not think I did enough of that as young man. I am not sure I was bold enough. My message is to be bold and brave”.

Finally, in response to what he would say to a younger self. His response was, **“In the past, I have worried too much about what people thought. Have confidence in yourself, be bold, be true to yourself, speak up and champion opportunities for others.”** And mostly, **“BE AUTHENTIC”**.



Speaker 6

Jacqueline Davies: NHS Director of Leadership and Lifelong Learning

Jacqueline's inspirational talk began with a reminder of what good leadership looks like and she discussed the magical ingredient that makes a great and successful leader.

She describes these attributes as:

1. Good and diverse thinking
2. Strong social influencing
3. Clear sense of personal purpose

Jacqueline believes that to thrive as a successful leader you need all three elements. It is important you gain a balance and do not neglect any of these areas. When all three elements are aligned you generate learning capability.

She argued that with the ambiguity leaders face today they need to develop resilience and learning. She stressed the need to amplify self-awareness and know when you have done things wrong so that you can grow and learn.

Jacqueline's career spans 30 years, predominantly in finance and banking. She was born into a working-class family who had a true work ethic. She herself was born with a restlessness that has driven her to make the world a better place. She described how she had a courageous conversation with her parents at 14 where she informed them she was homosexual. She described the inequalities she encountered throughout her career which have moulded the person she is today, but commented on the support her partner had provided her throughout her career and echoed earlier speakers who reminded us that we all need cheerleaders on our side.

Jacqueline then described her strengths and areas of development and the highs and lows of her career.

Firstly, as a highflyer at 26 she gained her master's degree and was awarded the freedom of London and received an award from the Queen. She believes earlier in her career she led with her head and not her heart. She felt she edited herself to fit in. She then realised the importance of connecting with others and that sharing what is important to you makes you more human. Like "human Velcro", it makes you stickier and allows people can connect more easily.

Jacqueline used an example from her life when she had been sacked to illustrate the point. In this experience there were no bad people involved, just the wrong person in the wrong job, at the wrong time. It was all about timing and context and as employers we have a responsibility to ensure recruitment practices attract and recruit the right candidate for the job.

She encouraged the audience to rethink failure and to be courageous, to hold your nose and jump, as she believes you will always bob back up. You will survive. Believe there is no sense of failing and be yourself, be honest and be humble, then what can go wrong?

Speaker 6 (Continued)

She offered these up as learning points.

Jacqueline's insights:

- Never be afraid to be bold
- We are where we are
- Always have a plan B
- There is no sense of failure, if you believe this it gives you the confidence to fly

Finally, she addressed what we can learn from other sectors. Jacqueline argued that the financial sector has a strong unrelenting focus on the customer, they take it seriously. The outcome for customers is at the forefront. In the NHS we could make parallels with this for patient care and patient outcomes. She stated the finance sector has a focus on people but more importantly the future.

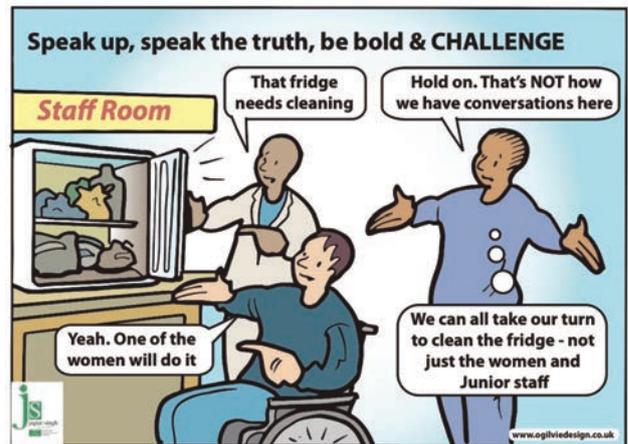
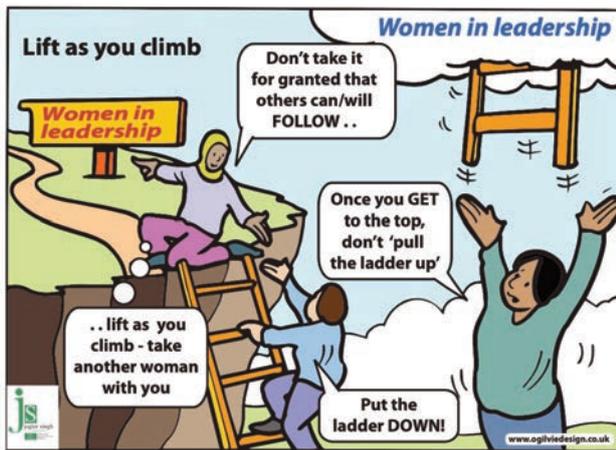
In terms of the future, she was of the view that future leaders in the NHS will need to think in terms of people, culture and the future. However, she recognises that the NHS is good at operational responsiveness and resilience in a crisis.

Jacqueline addressed how can we support others. She recommended we all teach people to know when to change gear. Teach them to understand self and that it's ok not to be ok. She believes that its workplace cultures that are damaging, not the jobs that people do and that we have a responsibility to develop healthy cultures and leaders who have a sophisticated understanding of how to build teams.

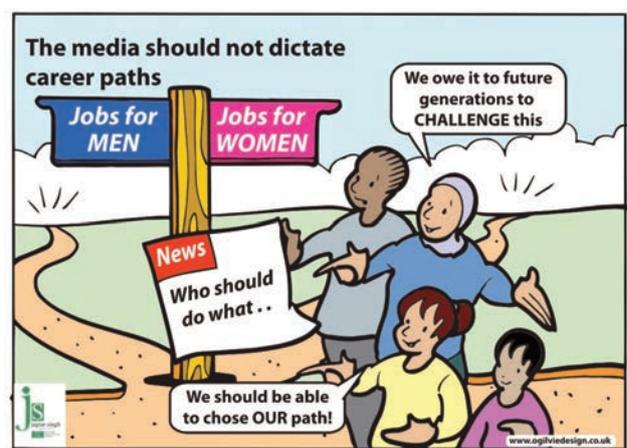
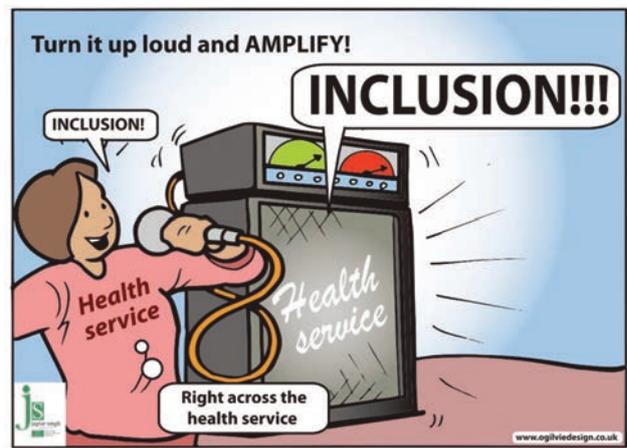
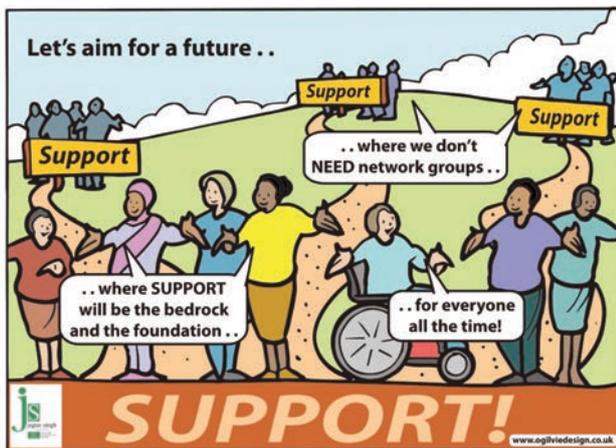
Finally, she concluded that Leadership is a practice that we all try to paint a perfect picture of, yet we all get things wrong. We need to keep trying, develop self-awareness, notice and listen to others.



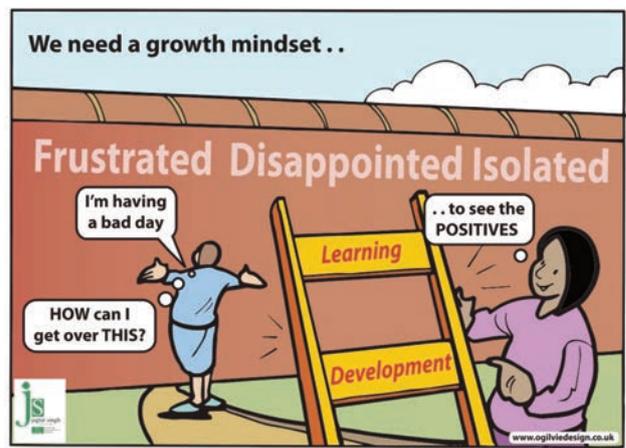
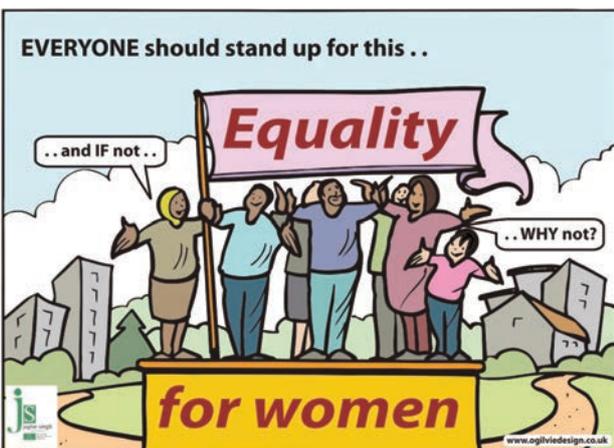
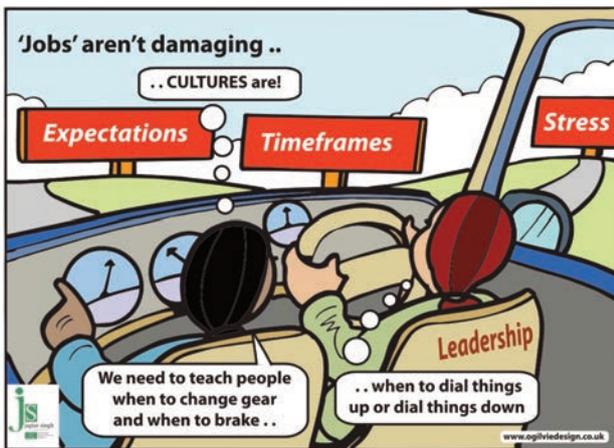
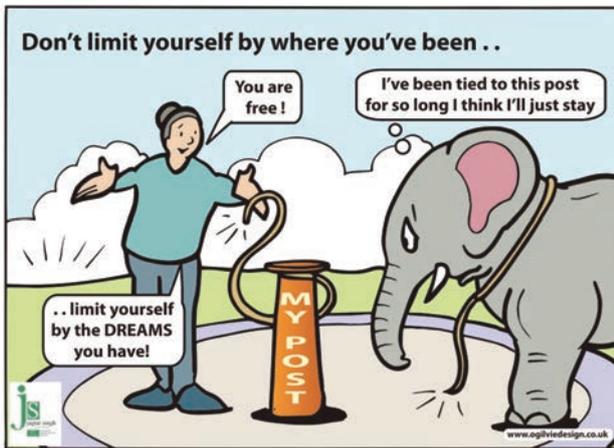
Conference in Pictures



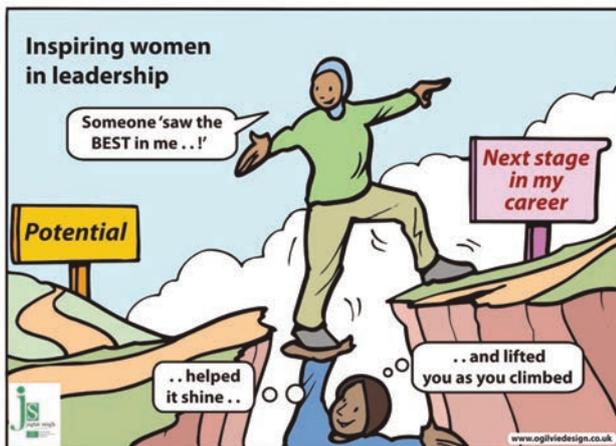
Conference in Pictures (Continued)



Conference in Pictures (Continued)



Conference in Pictures (Continued)



Speaker Biographies

Jagtar Singh,

OBE, MSc, BA Hons, MIFireE,

National Advisor, AFSA



Jagtar joined the West Midlands Fire Service in 1977 and retired as deputy chief fire officer in 2005. With over 28 years' strategic leadership experience in senior public service and national roles, Jagtar brings a wealth of expertise to the Trust, including 20 years in the Fire and Rescue Service and 18 years in Non-Executive roles in the Ambulance Service, Hospital Foundation and currently as Chairman of Community and Mental Health Trust.

Jagtar was the first BME to be appointed as Acting Chief Fire Officer and rose from Fire Fighter to Divisional Commander in the West Midlands Service before completing his service as DCFO in Bedfordshire.

In 2003 Jagtar received both the Public Servant of the Year Award at the Asian Achievement Awards ceremony in Birmingham and was awarded an OBE for his work on equality and diversity in the Fire Service. Since joining the NHS Jagtar as received a number of awards for his leadership and in 2015 was named by the HSJ as one of the top BME influencers in the NHS.

In 2004, he was seconded to the role of Lead Inspector of Fire and Rescue Services working for the

Department for Communities and Local Government as the first national leader for equality and led on embedding and restructuring equality and diversity in the Fire Service.

After taking his retirement in 2006, Jagtar was appointed as a Non-Executive Director in the East of England Ambulance Service.

Jagtar Singh was appointed Chair of Coventry and Warwickshire Partnership NHS Trusts in September of 2014.

Chairman of Audit and finance in Bedfordshire Police in 2013 and reappointed for four years in December 2016. In 2016 he was appointed by the Privy Council as independent member of the Architects Registration Board.

Jagtar is a keen golfer and supporter of Birmingham City FC.



**Prerana Issar,
Chief People Officer**

Prerana combines senior public service experience with strong skills from the private sector. She joins from the United Nations, where she was the Chief Human Resources Officer for the World Food Programme for four years, after which she took on the role of Director for Public-Private Partnerships for the past two years. During her tenure as head of Human Resources, Prerana led the development of the UN's first strategic human capital approach, as well as the reform of many key policies.

Prior to the United Nations, Prerana worked for more than 15 years at Unilever PLC, starting with them in India, and then for several years was in global roles at the Unilever headquarters in London. Her last role in Unilever was Vice-President HR for the Global Foods business. Prerana brings a wealth of expertise in leadership development and strategic talent management, as well as diversity and inclusion. She is a passionate and committed advocate for diversity at all levels and all jobs, and applies this lens to people-related decisions, policies, and processes.



Dr Nikki Kanani

Dr Nikki Kanani is a GP in south-east London and is Medical Director of Primary Care for NHS England and NHS Improvement. Prior to joining NHS England, she was Chief Clinical Officer of NHS Bexley Clinical Commissioning Group (CCG).

Nikki has held a range of positions within healthcare to support the development of innovative models of care, highly engaged clinical, patient, and public leadership and is passionate about supporting primary care, improving service provision and population wellbeing.

She is a member of The King's Fund General Advisory Council and holds a MSc in health care commissioning. With her sister she co-founded STEMMsisters, a social enterprise supporting young people to study science, technology, engineering, maths and medicine. She has two young children.



Post Event Report : 11th March 2021

Rebecca Bryant, Chief Fire Officer at Staffordshire Fire and Rescue Service

Experienced Chief Fire Officer with a demonstrated history of working in the public safety industry.



Skilled in Crisis Management, Coaching, Emergency Management, Fire Management, and Emergency Planning. Strong business development professional with a Master of Business Administration (M.B.A.) focused in MBA from University of Central Lancashire.

Simon Gilby, Chief Executive, Coventry and Warwick Partnership NHS Trust

Simon joined the Trust in August 2015 from Wirral Community NHS Trust, where he served as Chief Executive from April 2012.



Previous roles include: Managing Director of Sheffield PCT Community Services, Chief Executive of Sheffield West Primary Care Trust and Chief Executive of Southern Derbyshire Health Authority. Simon has worked in senior roles at national, regional, and local levels, including as an independent governor of Nottingham Trent University and as Independent Chairman of Social Enterprise Network (Liverpool city region).

He holds BSC (Hons) French and European Studies and a member of Institute of Health Management.

Samantha Allen MBA, CCMI, Cmgr.

Sam Allen became Chief Executive of Sussex Partnership NHS Foundation Trust in March 2017.



Sam started work in the NHS in 1996 and has a background in the operational management and leadership of mental health services and health and social care commissioning. Sam has also gained valuable experience working with an international healthcare organisation in the private sector.

Sam is a Chartered Manager and Companion of the Chartered Management Institute and Chair of the Health and Care Women Leaders Network. As a Leadership Fellow at St. George's House, Windsor Castle, Sam takes an active role in influencing culture and leadership development across the NHS.

"I aspire to be a leader who makes a positive difference in every interaction I have, to treat others how I expect to be treated and not ask anyone to do something I would not be prepared to do myself. I have always considered my purpose as a leader in the NHS is being in service to others. My job is to help other people do their job well."

**Jaqueline Davis,
NHS Director of
Leadership and
Lifelong Learning
(MD The NHS Leadership
Academy) at NHS**



Jacqueline has been appointed to lead The NHS Leadership Academy and transform how leadership education and talent works to deliver the ground-breaking NHS People Plan to 1.3million colleagues.

In a normal year the NHS Leadership Academy progress's 40k leaders through programmes stretching across every career stage. COVID-19 means we must operate differently in both leadership and leadership education. We aim to reach more leaders more often; build inclusion into everything we do and be useful every day. Technology, new educational practice, content curation and campaigning skills will be key to our success. Get in touch if you want to join me and my brilliant team (no agencies or consultants please).

Previously the founding HR Director of the UK's Financial Conduct Authority Jacqueline delivered a new executive team, operating model and workforce profile against an unsettled political backdrop.

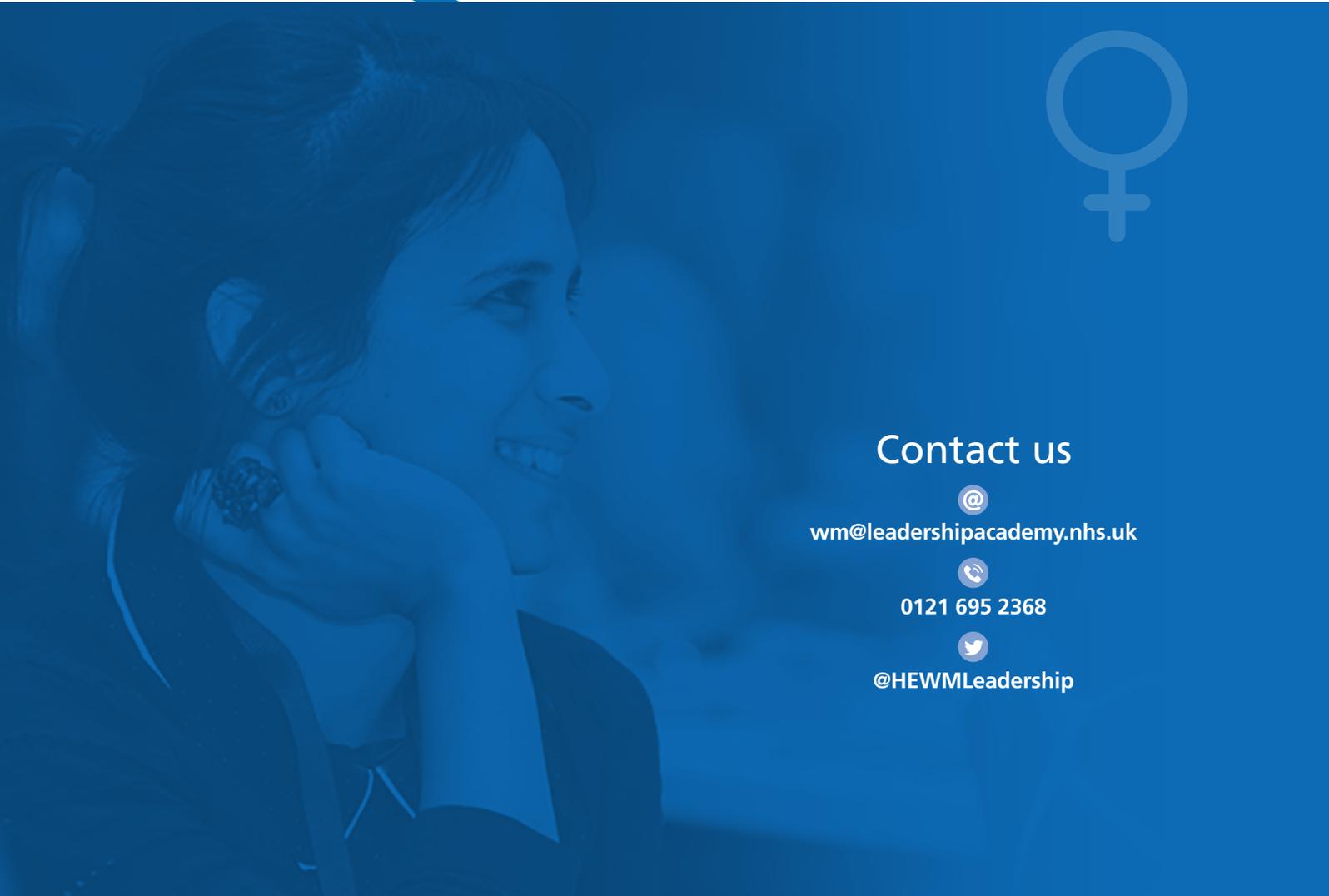
Previously, she was a managing director at Barclays leading their global talent and resourcing agenda across 26 countries. She held lead talent positions at Lloyds Banking Group and RBS during the integrations of HBOS and ABN AMRO. Jacqueline also led a re-structure of HSBC's UK retail bank, integrating multiple brands.

Jacqueline is passionate about diversity, education and social change. She has chaired the Board of the UK's National Skills Academy for Financial Services and is the Past Master of the Guild of Human Resource Professionals, where she has established a national leadership programme for future HR Directors. She also chaired the board of leading diversity charity Stonewall through the passage of the UK's Equal Marriage Act. Her first book, The Truth About Talent, was published internationally and she has achieved 'Most Influential' recognition as an LGBT leader in the Financial Times and HR leader in the HR professional press.





Leadership Academy



Contact us



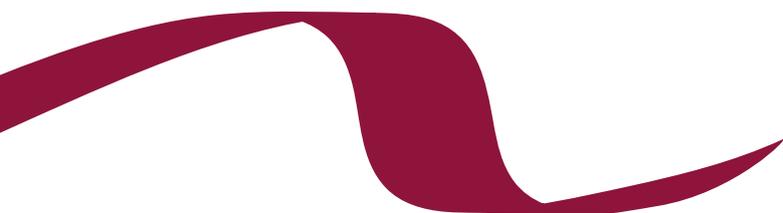
wm@leadershipacademy.nhs.uk



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