

# Newsletter

## November 2007



### Congratulations to Daniel Kahn, Principal of Grimsby Institute of Further and Higher Education for his award of an OBE

Daniel told NBP News: "I was delighted to receive the OBE as it reflects not only my efforts but those of the staff at Grimsby Institute as we have grown and developed the Institute for the past 6 years into a major educational force serving the needs of local and international learners as well as the business community. I was particularly proud as a member of the NBP as it underlines their message that ethnic managers can make a significant contribution to their local communities."

The Network would also like to congratulate the following:

**Dawn Ward**, Principal of Royal Forest Dean College for her OBE.  
Thanks for your support!

**Nick Brown**, Principal of Oldham Sixth Form College for his OBE.



DANIEL KAHN OBE

### NBP Launches Talent Management Recruitment Service at AGM

The NBP is the premier membership-based organisation for BME professionals with over 160 organisations currently affiliated to it. At this year's AGM on 20th November 2007, the Network launched its Talent Management Recruitment Service. The service is offered in partnership with Protocol National.

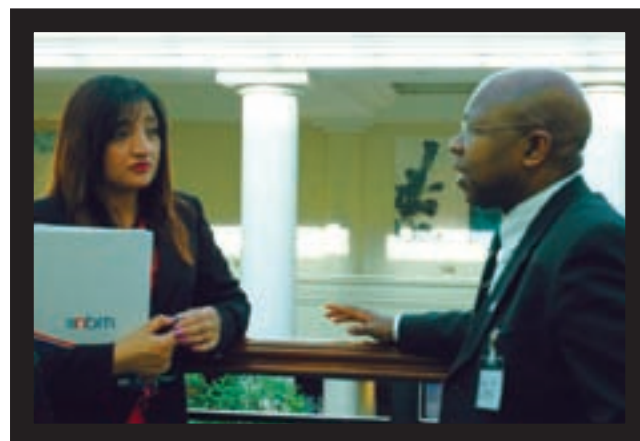
BME managers and leaders are under-represented in FE and in the learning and skills sector. The service will assist and support the recruitment of talented BME professionals from all sectors - people with the potential to be future leaders. With access to over 2,500 BME professionals on its database, the Network enables organisations to access that talent.

The service is strengthened considerably by the NBP's current work with Universities - a rich source of potential FE employees including graduates, researchers, practitioners, administrators, managers and leaders.

Clients of the service will benefit from the contribution and skills of a more diverse workforce. The Network will provide specification visits, advertising, screening and assessment, search and selection.

For a small one-off registration fee, candidates will benefit from wider career opportunities, CV exposure on the client database, networking opportunities with other BME professionals, career management, advice and guidance.

For more information, visit the NBP website: [www.nbp.org.uk](http://www.nbp.org.uk) or contact Grace Haynes at: [enq@nbp.org.uk](mailto:enq@nbp.org.uk) tel. 01902 715309 or 07967 432098.



## AGM and Annual Dinner a Success

The Network held its popular AGM on 20th November at the Association of Colleges (AoC) Conference at the International Convention Centre in Birmingham. More than 130 delegates attended the AGM, which again proved to be one of the most popular and well-attended conference fringe events. Thank you to our friends and supporters at the AGM for making this such a successful event. We are very grateful to **Rockpools** and to LLUK for their generous sponsorship of the AGM.

Once again, the Network held its hugely successful Annual Dinner at the superb Blue Mango restaurant in the centre of Birmingham. The dinner, on the evening of 20th November, was attended by more than 165 people. We are grateful to our main sponsors **Tribal Education** for their very generous sponsorship and support for this popular event.

## Editor's Message

Season's greetings and a warm welcome to all of our readers!

I'm Jeff Browne your editor for this issue of NBP News. I joined the Network this year as a freelance webmaster. When Jenny Morgan left, I was invited to edit the Newsletter and am delighted to do so!

I should just say a little bit about myself. I come from an engineering background, having worked as a computer programmer, a Microwave Engineer and a Researcher in Higher Education. I have a PhD in Engineering.

More recently my interest in IT and web technologies has inspired me to re-train as a webmaster, while at the same time embracing self-employment. This has led to my involvement with the Network.

I hope you enjoy reading this edition. If you have any feedback, news or stories that might be featured in the next edition, do get in touch!

**Jeff Browne**  
Editor  
jeffb@nbp.org.uk



## The Network Invites Proposals for the Development of a New Website

The Network for Black Professionals invites proposals from interested organisations for the development of a new website.

The Network believes that its current website ([www.nbp.org.uk](http://www.nbp.org.uk)) is approaching the end of its useful life. A new, more dynamic and user-friendly website is now needed.

As a BME organisation committed to achieving greater equality of opportunity for the different ethnic groups in the UK, the Network welcomes proposals from BME organisations with the appropriate experience and standards of technical excellence.

The deadline for the receipt of proposals is 12.00 noon, Friday 30th November 2007. To obtain a copy of the Invitation to Tender, please visit our website or contact the Network Office on **01902 428528**.



## Jenny Says Farewell...

The Network wishes to thank Jenny Morgan for editing the newsletter to date.

### Jenny says:

"Sadly the time has come for me to hang up my editor's hat. NBP News has been my 'baby' for the last two years. However, new pastures beckon and I must move on. Getting the news to you has been a rewarding experience; I have enjoyed reporting on the issues that impact on BME staff in the sector and the role that the Network has played in bringing the race equality agenda to the fore.

"I have also had the opportunity to meet so many fantastic, interesting and rich characters who have been willing to share their news, achievements and experiences with us. I thank all who have contributed to make the newsletter a success. I feel that this is au revoir rather than goodbye as I will still be a Regional Co-ordinator of the London region and I look forward to seeing you at the next NBP event."

# The Network Supports Providers In Meeting REES Criteria...

The Network has been supporting providers in meeting the Learning and Skills Council's (LSC) Race Equality in Employment Standard (REES). The NBP successfully delivered the contract for the LSC between February and August 2007 in three regions: the North East, North West and London.

Twenty-nine LSC-funded providers, including general FE colleges, sixth forms, WBL, VCS, and private training providers, have benefited from the Network's one-to-one consultancy, to assess progress against the 5 stages of REES. Each provider has come away with recommendations, and will be supported in meeting these.

One key finding is that most providers are meeting statutory requirements and therefore operating at stages 1 and 2 of the REES. However, a key challenge is to attract individuals from under-represented groups, and to put in place effective talent management and succession planning. Where local BME demographics are low, the challenge is even greater. What is heartening however, is that most of the leaders and senior managers share the LSC's vision of a diverse workforce that reflects the community.

The LSC has shown its determination to build on the success of this initial consultancy, and together with the NBP, is developing the next phase of support for providers in the regions. The Network commends the coherent approach adopted by the LSC, in partnership with Lifelong Learning UK and the Centre for Excellence in Leadership (CEL), to realise sustainable change.

The Network will continue to encourage individuals to participate in positive action programmes available through CEL, and its own highly successful Black Leadership Initiative (BLI) programmes.

For more information, contact Bobby Upple, Manager for BLI & Professional Development at [bobby@nbp.org.uk](mailto:bobby@nbp.org.uk), tel. 01902 715309.

## LSC Takes Corporate Membership of the NBP

The LSC has further consolidated its support of and relationship with the Network by agreeing a corporate premium membership package that enables access for the LSC's BME staff to NBP & BLI events and programmes. The investment made by the LSC is significant and demonstrates their continued drive, under the leadership of Mark Haysom towards a more reflective and diverse workforce.



Leading learning and skills

## Robin's Column

It seems a long time since the last NPB News, not just because four months have passed, but also because of the changes that have taken place. The changes emanate mainly from the accession of a new Prime Minister, and for us in the learning & skills sector were heralded by the dismantling of the old DfES and the creation of DIUS and DCSF. This must have been one of the best-kept secrets in recent political history, so unexpected that even relatively senior civil servants were surprised.

Since then things have moved swiftly, with some far-reaching changes on the cards. We have in prospect, albeit spread over three years or more, a splitting of funding between the two departments that FE will awkwardly straddle, and a much-reduced role for the LSC. Alongside that, there is to be a fundamental review of the "galaxy of stars" referred to by Sir Andrew Foster. This government appears to be predisposed to reducing unnecessary overheads and get more funding to the point of delivery; something I suspect will win virtually universal support from all providers.

Simultaneously, the move towards Self Regulation appears to be gathering pace. The Network was privileged to hear at first hand, from John Taylor (principal of The Sheffield College, now seconded to work on the Self Regulation Implementation Project) the latest thinking of the group at the inaugural meeting of a forum of senior BME staff in London recently.

The Network welcomes the scale and ambition of the thinking of this group, with some important caveats. The last change of similar scale – the implementation of the 1992 FHE Act, which released colleges from LEA control, led to a haemorrhaging of Black staff from the sector. I fear a similar result if the discussions on the model of self-regulation focus only on eliminating poor performance, instead of seizing the opportunity, in the words of Sir George Sweeney, to "accelerate the full realisation of our potential as the engine of national prosperity and social justice." However, achieving this goal must be seen as a process rather than an event, and to that end I have written to Sir George to try to ensure that the Network is a full participant in these deliberations, thereby ensuring that we avoid the debacle that resulted from the incorporation of colleges. I believe we will be pushing at an open door, but watch this space – this promises to be an interesting few months.



ROBIN LANDMAN NBP CHIEF EXECUTIVE

# The Workforce Race Advisory Group Workplan – False Dawn or a Serious Plan for Change?

“As the Workforce Race Advisory Group we are committed to working together to ensure that we increase the diversity of the workforce across the further education system. That means in colleges and work based learning providers, as well as in community based learning delivered by local authority, voluntary sector and community providers. It also means the wider local regional and national bodies that support the sector through funding, providing strategic direction, inspecting or setting standards.”

**David Hunter**, Chief Executive, LLUK.

Ever since the Commission for Black Staff in FE reported in 2002, a representative body has existed to advise the then Department for Education and Skills on ensuring that it delivered on the Commission’s recommendations. After meeting intermittently for nearly four years, it would have been easy for many of those who attended its meetings to lose faith in the prospect of the Department showing the leadership necessary to make a real difference.

In 2006, everything changed. The Workforce Race Advisory Group (WRAG) suddenly became more business-like, and in the year since then it has met with a greater sense of purpose, and the WRAG Workplan for workforce diversity is the product of that greater urgency. Clearly, time will be its judge, but this time there can be no wriggle room for the sector if it fails to make progress against a plan endorsed by all the representative organisations, as well as “the galaxy of stars” that regulate and advise us.

The challenge is stark – while we know that BME learner numbers are burgeoning with 20% of LSC funded students coming from BME diaspora communities, the workforce remains stubbornly stuck at less than 7% (LLUK data 2005/6, see table). This means the sector has gone backwards since 2002 – a disgrace for a sector with ambitions to be the engine of social justice.



FE WORKFORCE CATEGORY	NUMBER	PERCENTAGE
Admin & Professional Staff	1414	7.20%
Clerical/Secretarial Staff	1751	6.83%
Managers	827	5.76%
Service Staff	2843	7.60%
Teaching Staff	8225	6.52%
Technical Staff	999	6.54%
<b>Totals</b>	<b>16059</b>	<b>6.74%</b>

The Network will persevere, as it has done for the past decade, to make this workplan a success, but we need your support to monitor its progress and actively hold the sector to account. With discussions on Self Regulation moving at a pace, it is vital that the sector shows its readiness by demonstrating that we can deliver both skills and social justice, and that is best done by rising above compliance and striving for self-defined excellence in our own HR policies and practice.

You can read the workplan at this link:

[http://www.lluk.org/documents/equality\\_and\\_diversity/wrag\\_workplan\\_july07\\_version1.pdf](http://www.lluk.org/documents/equality_and_diversity/wrag_workplan_july07_version1.pdf)

# The Network Wins CEL Contracts

## First Steps to Leadership

The Network has been successful in securing a contract with the Centre for Excellence in Leadership (CEL) to deliver up to 13 cohorts of the highly successful First Steps to Leadership programme for 2007/08. This 6-day programme delivered over three 2-day residential has had a very significant impact on the individuals who have successfully graduated. Nearly 200 participants from across the country have taken advantage of this unique programme, developed and delivered by the Network for CEL. The programme is designed for front line and aspiring BME managers operating in the Learning and Skills sector. The fee for the programme is usually £2,700 however, through CEL it attracts a 100% subsidy for BME staff.

A number of proactive organisations have benefited greatly by encouraging their staff to go through the training, and are seeing real benefits from individuals who are empowered and are driven to maximise their potential. Colleges such as Lambeth, Wolverhampton, Kensington & Chelsea, have seen large numbers of staff successfully complete the programme. The majority of participants have come from general FE colleges, however, there has been an increasing take-up from other types of providers including work-based learning, voluntary and community sector, local authorities and other public and private sector organisations in receipt of LSC funds.

We are currently recruiting for a number of cohorts which will be delivered across the country over the coming months, see page 16 of this edition for the programme schedule.

For informal discussions, advice and guidance, contact Rajinder Mann, Director Black Leadership Initiative at [rajinderm@nbp.org.uk](mailto:rajinderm@nbp.org.uk), tel. **01902 715309**.

## Career Development Training

The Network has successfully secured a contract with CEL to undertake training relating to the development of learning and skills sector BME middle and senior managers.

The work follows recommendations in The Foster Review, the 2006 FE White Paper Raising Skills, Improving Life Chances, and The Commission for Black Staff in FE's equality and diversity objectives. It will comprise the design, delivery and evaluation of programmes of secondments, work shadowing, career and personal development, mentoring and mentor and mentee training.

The training will be delivered through the Black Leadership Initiative which is responsible for all training and development activities for the Network. The BLI has successfully delivered professional development activities including developmental secondments, shadowing, mentor/mentee training and career development activities since 2002.

The programme and activities address the essential skills and attributes of aspiring managers and those wanting to update their skills in the workplace as part of management and leadership training. There is clear evidence that they have contributed to an increase in the numbers of black and minority ethnic managers, including doubling the numbers of principals and chief executives of colleges from four to eight.

For informal discussions, advice and guidance, contact Rajinder Mann, Director Black Leadership Initiative at [rajinderm@nbp.org.uk](mailto:rajinderm@nbp.org.uk), tel. **01902 715309**.

# Piloting Tomorrow's Leaders in Wolverhampton...

The UK's first-ever learning programme for 'Tomorrow's Leader's' kicked off at the City of Wolverhampton College this week (31st October).

Sponsored by the Learning and Skills Council (LSC), the Network for Black Professionals (NBP) in partnership with Wolverhampton College are running a pilot programme, designed to raise aspirations and enrich the lives of young people by helping them to gain confidence and develop skills as leaders. Rajinder Mann said: "The vision has evolved from the success of the Black Leadership Initiative (BLI) for staff within Further Education Colleges. It is important for us to begin to identify the leaders of tomorrow from an early age, as well as inspiring and motivating young people and this pilot will enable us to nurture young people with potential."

Earl Laird, Director of Faculty of Health, Leisure and Hospitality at City of Wolverhampton College said: "The Tomorrow's Leader's programme has been developed as a response to the under-performance and low aspirations of young people. The distinct and different approach that it offers will provide students with learning opportunities that both recognise and value their real-world experience as well as enhancing it through the development and practice of leadership skills."

The first 18 students aged between 16 and 21, will take 12 modules covering essential leadership skills such as decision-making, communications and team working. The highpoint of the programme will be a three-day residential programme packed with practical workshops and career-development training.

The programme will also draw on the use of positive role models and mentors to work with the young people to help them challenge discrimination and disadvantage, and reach their full potential.

Vice Principal, Sue Chambers said: "We are pleased to be the UK's first deliverer of the Tomorrow's Leader's programme. We work hard to create an environment in which cultural diversity and individual difference are positively valued. This course is the embodiment of this work." In this environment it is essential to have champions and powerfully promote positive achievements and images. This project will offer young people opportunities to gain confidence and develop skills as leaders amongst their peers and in the wider community.

It is intended that the project will influence other decision makers and raise the profile of young people at both local and national level. In this way, more young learners with appropriate qualifications and skills will come forward as potential leaders within key professional areas as well as in the Learning and Skills Sector.

To find out more, contact Rajinder Mann, Director Black Leadership Initiative at [rajinderm@nbp.org.uk](mailto:rajinderm@nbp.org.uk), tel. **01902 715309**; or Earl Laird at [lairde@wolvcoll.ac.uk](mailto:lairde@wolvcoll.ac.uk).



SOME OF TOMORROW'S LEADERS IN WOLVERHAMPTON

# Featuring Lenford White – A Secondment from NIACE to the NBP



LENFORD WHITE

Formerly a Development Officer with the National Institute for Adult Continuing Education (NIACE), Lenford joined the NBP in September 2007. He has a burning desire to put the Network on the map in the Northern Corridor of the Northwest, Yorkshire and Humberside and the North East. Lenford plans to consolidate the Network's prior involvement in initiatives in the Northern Corridor, and to extend its professional development work across learning and skills and into adjacent sectors.

Lenford is uniquely positioned to lead on developmental areas for the Network, while supporting the LSC in the North West with implementing equality and diversity priority actions. He says of his secondment:

"It is very exciting and challenging. Exciting because I get to promote, develop and support in the delivery of a Network that has an excellent reputation and a proven track record, and challenging because I have to work to two different agendas. I can see how the priorities for the Network can mesh in with those of the LSC.

The Network activities in turn support the LSC in the priority area of leadership and management in BME voluntary and community sector organisations."

## Previous Experience

Lenford describes the voluntary and community sector (VCS) as indispensable. He has chaired two black organisations in the North West, and currently chairs Liverpool Community Spirit, a faith-based organisation engaged in citizenship work and adult and community learning. He communicates enthusiasm and encourages participation. With NIACE, he coordinated four networks: the Black Practitioners and Learners Networks, two of which met in northern regions. He also coordinated networks involving BME adult learners in Cardiff, Swansea and Wrexham. He has managed various projects, mostly linked to developing and disseminating publications. The most recent one supported FE lecturers and curriculum managers working with BME adult learners. He produced a toolkit called "Fail To Plan, Plan To Fail", giving advice and guidance to VCS organisations on how to gear up and ensure that what they deliver, and how it is delivered, is in synergy with the sector's strategic priorities, quality assurance and financial management requirements.

He started at NIACE when it was growing from an organisation of 30 to one of 250. This coincided with discussions about developing a single equality commission, which was timely for working with staff and exploring implications for NIACE.

## A Programme of Activity

The BLI, the training and development arm of the NBP, delivers programmes for BME staff, including work shadowing, mentoring, coaching and secondments. First Steps to Leadership is one of many programmes that CEL offers to staff in the FE system. Run by the Network, it enables new managers to improve their skills. Lenford will be promoting BLI programmes on his patch, and plans a major 'splash' event in late March 2008. But there is a lot to do before this.

## Here is what he says:

"I want people to know about the Network way before the splash event. This means getting out there and promoting various activities. I plan to hold two mini events in Manchester and Bradford on 30th of November and the 3rd of December. These will be an opportunity to demonstrate the Network's effectiveness, and for prospective Network members to meet existing ones. In the meantime I am meeting with Principals and Heads of Service to pave the way."

Lenford has already met with colleagues in support agencies like One North East, the Regional Development Agency for the North East, and Manchester City Council. All have been impressed with the Network's achievements and with its potential for their organisations. As Lenford says, they provide "ready made beneficiaries and partners for what the Network has to offer."

We wish Lenford all the best with his endeavours, and look forward to his next update.

For further details contact Lenford White at [lenfordw@nbp.org.uk](mailto:lenfordw@nbp.org.uk), tel. 0781 0770396.

# Meet the Network's New Team Members: Bobby and Michelle...

We are delighted to introduce new team members Bobby Upple and Michelle Dainty who joined the Network earlier this year.

**Bobby Upple** brings expertise in operational management, policy work, leadership and extensive knowledge of the FE sector. He became the Network's BLI & Professional Development Manager after successfully completing a two-year BLI Secondment in June 2007 with the National Office of the LSC.

As Senior Policy Manager in the LSC's Skills Group, he developed policy around the Skills for Employers theme of Agenda for Change (August 2005). He worked on subsequent recommendations from the Foster Report (November 2005), the Leitch Review of Skills Interim Report (December 2005) and the FE Reform White Paper (March 2006). Bobby led on the development of a national standard for vocational excellence and employer responsiveness, and on integration work with various LSC programmes including CoVEs, National Skills Academies, Train to Gain, and New Measures of Success/Framework for Excellence.



BOBBY UPPLER

Before this, he worked at Leicester College having joined as an Information & Admissions Assistant. His track record was such that 6 months later, he began teaching evening classes for the Computing Department. A year later, he achieved a full-time lecturing post. Following merger and management

restructuring, he was promoted to Programme Area Manager responsible for operational management of the department. His next appointment was Programme Area Manager for External Provision in Computing, where he led on employer engagement, adult & community learning, and managing partnerships with schools, universities and other training providers.

He has a BSc (Honours) in Mathematical Methods for Information Technology.

**Michelle Dainty** joined the Network at the end of July to work in Accounts. She brings experience in finance and book keeping, office administration, customer relationship management, problem solving, and of course, her knowledge of various IT packages.

Michelle has a strong service orientation and customer focus, as, in previous roles she has dealt with internal and external customers at all levels. She has gained experience in a range of companies including private enterprises, and a daily newspaper. She has a track record of meeting and exceeding targets, and winning awards for her performance. In one of her workplaces Michelle was four-times winner of the local office award for Sales Executive of the month and twice-winner of the divisional office award across 5 regional offices - all in the same year!



MICHELLE DAINTY

She has acted up as a Finance Manager, and has worked in a security firm as an Office/Administration Manager, where she reported on finance to the Directors. She also carried out an operational and supervisory role for the company's Security guards.

During her working life to date, Michelle has taken time out to travel the East Coast of America, which allowed her to mix with a variety of people from different backgrounds, thus furthering her ability to communicate with all types of people.

# Meet Some of the Network's Consultants...

**Caroline Harper-Jantuah** has over 20 years' experience developing and coaching clients in the public and private sectors. With a strong background in organisation development and change management she has worked with leaders at all levels to create inclusive, high performing environments. A significant part of her career involved internal consulting within a multicultural, international work environment. This gave her the opportunity to work in Europe, North America and Africa. Caroline has a passion for helping others achieve their potential, and has been an associate consultant to the BLI and the Network since 2003. She has led the development and delivery of the Mentoring Skills Workshop and the Career Development Programme.

She is co-leader of "Different Women Different Places", a study into the career and professional lives of BME women in Europe. See page 15 of this edition for more on this study.

## Areas of Expertise:

- Working with leaders to identify career pathways and transition into new roles.
- Coaching leaders to build strong, effective teams.
- Working with teams to enhance their internal and external relationships.
- Facilitating the people side of large scale organisational change like mergers, restructuring and culture change.
- Consulting and advising on diversity and inclusion related issues.

Caroline runs a consulting and executive coaching business, with a portfolio including work with Women and BME professionals in developing their careers. She is frequently asked to speak at conferences.



CAROLINE HARPER-JANTUAH

Caroline holds an MBA, a PG certificate in Executive Coaching, is a master practitioner in NLP, a member of the International Coaching Federation and of the Chartered Institute of Personnel Development.

**Delroy Constantine-Simms** is one the UK's few black Occupational Psychologists. He has broad consultancy experience in the areas of assessment, selection, training, management development, organisational change and equal opportunities/diversity.

As a young black boy on a racist council estate in Wolverhampton, Delroy had to battle many demons both in his home and social environment. He strongly believes that no matter what you go through in life, if you have a determination to be successful and to achieve, it is possible. As a result, he is constantly looking for bigger challenges in his professional and academic life, and is a staunch believer in self betterment and in the value of getting an education.

Delroy wears many hats. As a heterosexual man he edited the controversial book "The Greatest Taboo: Homosexuality in Black Communities" (Alyson Books, 2001), which won an award for excellence in gay, lesbian, bisexual and transgender literature. He edited "Teachers For The Future" (Trentham Books (1995). He is also a freelance journalist and equal opportunities consultant who has worked internationally. He has both lectured and conducted academic research on diversity and equality issues in Britain and the US.

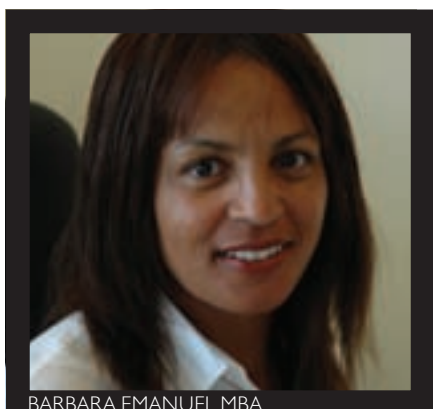


DELROY CONSTANTINE-SIMMS

Delroy holds a Masters in Occupational and Organisational Psychology and is a qualified teacher and psychometrician. He is a Graduate Member of the British Psychological Society, a founding Member of The

Coaching Psychologists Group, Member of the Institute of Leadership and Management, and Student Member of The Association of Certified Chartered Accountants Professional Part 1: Registration.

## Meet Some of the Network's Consultants...



BARBARA EMANUEL MBA

**Barbara Emanuel MBA**, has over 20 years' experience of working in the public sector. Amongst other qualifications, she has a Diploma in Training

Management and is currently managing Mentoring programmes, associated training and promotional events for the BLI.

Barbara has received awards, including Birmingham City Council's "Delivering Diversity Honorary Award" in 2002, for her contribution to Black Worker Development, and the IDeA's "Women's Leadership Award" in the year 2000.

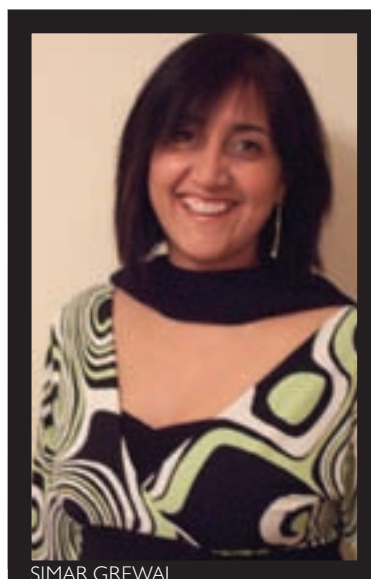
Barbara's expertise is in the following areas: Research and Consultancy, Mentoring, Race Equality and Diversity, Race Impact Assessments, Black Workers' Development, Women's Development, Management and Organisational Development.

Barbara has provided training to a large number of local authorities in the West Midlands region, the NHS, housing associations, the LSC, and many voluntary sector bodies. More recently Barbara has developed and managed a mentoring project for senior managers based at two local Universities. For this innovative work she forged partnerships with organisations from all sectors to enable the recruitment of executive mentors in the West Midlands. Barbara also developed, delivered and evaluated training programmes for newly recruited mentees and mentors.

One of the highpoints of her career was her secondment to the "West Midlands in Europe", Brussels office after attendance on a Women's Development and Leadership Programme. This secondment allowed her to consolidate her leadership potential and skills.

**Simar Grewal** is an Employment Law Consultant specialising in Employee Relations. She has successfully developed line and organisational capability through challenging current thinking and practices and coached managers in handling difficult and complex work place issues more effectively. Simar applies a creative approach to problem solving and has strong skills in building relationships and influencing people to achieve results and apply good practice in managing employee relations.

Simar is an experienced Consultant and Project Manager with extensive experience of implementing organisational change whilst ensuring business as usual, engaging stakeholders, sponsors, directors, opinion formers and team members alike in achieving agreed objectives within a politically sensitive, unionised environment. She has implemented HR solutions in public and private sector organisations and delivered training in change management, conducting investigations, considering and determining cases at hearing and appeal stages, performance and absence management, HR and Employment law. The training delivery is interactive and is designed to cater for different learning styles by incorporating a range of learning media and training methods.



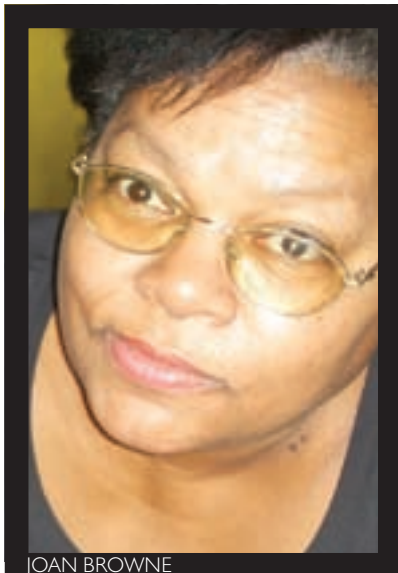
SIMAR GREWAL

Simar has a BA (Hons), a Diploma in Personnel and Development, and a Certificate in Neuro Linguistic Programming (CNLP). She is an Associate Member of NLP UK, a Member of the Chartered Institute of Personnel and Development (MCIPD), and an Associate member of The Institute of Management Consultancy.

## Meet Some of the Network's Consultants...

**Joan Browne** is a Judge on the Eastern Panel of the UK's National Training Awards, with over 20 years' experience of training and consultancy. Since 1991, she has worked with organisations in all sectors as a freelance consultant specialising in equality and diversity, especially positive action for race and gender. Her UK-wide and international work includes research, management, team, career and personal development, and inter-cultural communications. Joan believes in working with the whole brain - both the left and right side!

Joan was Assistant Director of the Brunel Management Programme at Brunel University, responsible for the operational and strategic management of over 100 short management-related courses and events. She was also Director of an equal opportunities training unit in Hertfordshire, delivering training and consultancy projects on cross-cultural communications, fair selection, policy design and implementation.



JOAN BROWNE

Joan has contributed to a range of Positive Action initiatives, from conducting research to management training. For example, she was both project manager and team member, researching life at work for ethnic minority women across the Civil Service. For local authorities, she has designed, developed

and delivered modules on Managing for Equality, which form part of in-house MBA and management development programmes.

Joan holds qualifications including a PGCE, and Masters degrees in Organisational Behaviour, and in Area Studies: Africa. She is the UK's first accredited facilitator of Frameworks for Change, a tool for collaboration and change at individual, team and organisational levels.

Joan is a speaker at conferences and writer of articles on equality and diversity issues, including submissions for the Hobson's Guide for Ethnic Minorities, and the Guide for Women.

**Helen Deane** has fourteen years' experience in FE in a range of academic subjects and levels. An independent consultant since 1996, she has extensive sector-specific experience. Helen designs and delivers training, providing support, consultancy and advice to organisations like the LSC's, Learning Partnerships, and the Department for Education and Skills (DfES).

Helen works to develop cultural awareness and diversity as a key strategy for the quality improvement agenda in the Lifelong Learning Sector. She has provided training for tutors working with disengaged African and African Caribbean learners. She has a keen interest in supporting the BLI, NBP and other organisations working to assist providers in tackling disadvantage and discrimination. For the BLI, Helen has contributed to the successful First Steps to Leadership and other programmes by designing, leading and teaching on a number of cohorts.



HELEN DEANE

Helen specialises in teacher and tutor training, quality improvement in teaching and learning, and facilitating the development, implementation and delivery of equality and diversity strategies and programmes in organisations. She is a facilitator on the LSDA Subject Learning Coach Programme

for ICT, and is the Entry to Employment Subject Lead for the London Region at the DfES Standards Unit. A practising life coach, she also facilitates on the Subject Learning Coach programme for tutors and trainers in the Post-16 sector.

Prior to going into teaching, Helen spent 12 years at the GLC and the ILEA in various administrative, personnel and finance positions.

Helen has a BA in Education and MA in Education Management.

# Personal Development...

## Recommended Book Review

TITLE: NOW, DISCOVER YOUR STRENGTHS

AUTHORS: Marcus Buckingham & Donald Clifton

PUBLISHER: Pocket Books

ISBN: 1416502653

Reviewed by **Kayode Olatuyi**

We now live in the era of the 3C's: "Accelerating change, overwhelming complexity and tremendous competition. Therefore the corporation that survives is the one that has managed to discover its own critical advantage." So says Peter Drucker, the management guru.

This is absolutely true for corporations. It is also true for individuals. Discovering or rediscovering our critical advantage is what '**Now, Discover Your Strengths**' is all about.

'**Now Discover Your Strengths**' pulls the plug on the well intentioned but misguided conventional wisdom that in order to succeed, you need to work harder at eliminating your weaknesses. Hear the authors:

"...Guided by the belief that good is the opposite of bad, mankind has pursued it's fixation with fault and failing. Doctors study disease to learn about health. Psychologists have investigated sadness to learn about joy. Therapists have looked into the causes of divorce to learn about happy marriage. At school/work we have been encouraged to identify, analyse and correct our weaknesses in order to become strong."

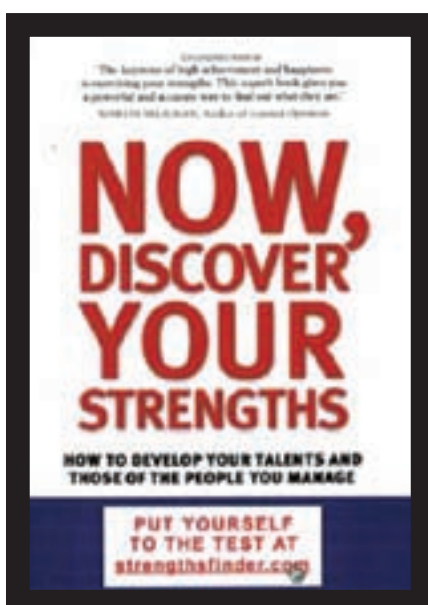
The authors comment, "Faults and failings deserve study, but they reveal little about strengths. Strengths have their own patterns." They suggest, "you will only excel by maximising your strengths never by fixing your weaknesses."

You will have a great time reading their exposé on their formula: Strength = Talents + Knowledge + Skill.

They propose three revolutionary tools on what you need to build your career around your strengths.

Folks, the 'taste of the pudding is still in the eating'. Buy, but more importantly, read this book.

**Kayode Olatuyi** is a Career Coach and Motivational Speaker. He is the CEO of Motivation House Ltd. Visit his website at [www.motivationhouse.com](http://www.motivationhouse.com).



# Jonathan Ross Inspires Students at John Ruskin College...

TV presenter Jonathan Ross inspired students with aspirations to work in the media industry. This was during a recent visit to John Ruskin College to help launch the College's new A+ programme.

He commented again, as he'd done on TV, about people from white, middle class backgrounds having the most creative roles at the BBC, and the need to break the mould. He said he was inspired to see so many people from different backgrounds hoping to get into the media industry.

He went on to say that: "When black men are on television you find it's often associated with crime or something suspicious going on and I know for a fact that is not a reality.

"We need people from different backgrounds in the media industry. We're crying out for a change and scratching our heads. You guys can make a difference."

To quote Jennifer Sims, Principal of John Ruskin College: "After the event, he spent a lot of time talking to the individual students. All in all, the event was a great success."

Before leaving, Jonathan promised to contact the college the next time his show needed a work experience student.



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## People on the Move

Congratulations to the following colleagues on their career progression. We wish them well in their new roles.

Virginia Barratt now Director of Curriculum at Oaklands College.

Also First Steps graduate Hamilton Amachree, previously Lecturer 2 at Barking College and newly appointed Programme Manager in Technology at South East Essex College, Southend-on-Sea.

Hamilton praised the First Steps to Leadership course saying:

"I learnt about the First Steps to Leadership course through CEL. The course was an eye opener. I was inspired by the highly inspirational personal narratives of role models like Wally Brown and Stella Mbubaegbu. My new job as Programme Manager allows me to practise some of the skills I acquired through First Steps.

"Please pass on my gratitude to all our colleagues in the BLI and NBP who saw our sector leadership potential and challenged us to get out of our comfort zones. For me, that was all I needed to wake me up. This hardened my resolve to put myself forward, uncomfortable as it was, when I attended my first two unsuccessful job interviews!"

# New Study of BME Women's Lives

"Different Women Different Places", is a study about the careers and professional lives of BME women leaders, undertaken by The Diversity Practice consultancy. It is sponsored by the LSC, Booz Allen Hamilton, and Credit Suisse. Co-leader of the study is Caroline Harper-Jantuah of the Diversity Practice, and consultant to the BLI and the NBP.

Nearly 400 female respondents took part in the online survey, from all sectors, management levels, and various industries. Fifteen per cent were from Education. Respondents were asked about leadership style, the advantages their multiple identities bring to the workplace, and the type of organisational support that enabled them to succeed, as well as their strategies for success.

Results show that nearly two thirds believe that race and gender influence how they are perceived as leaders. Three quarters say they are satisfied with their own efforts to progress their careers. However, 38% plan to leave work in the next three years - a source for concern for organisations that have invested in this talent.

Findings are released on the 3rd December 2007 and Caroline will preview the research at the Network's AGM on 20th November.



## NBP Christmas 2007 Celebration

The Network will be holding a Christmas event on the 14th December (7.00pm until late) at the Ramada hotel in Leicester City Centre. The event will mark a number of key celebrations:

- The 2007 Year of Diversity
- The 60th anniversary of independence of India and Pakistan
- Christmas 2007

The evening will include a hot food buffet, music and dance, a guest speaker, and plenty of networking. Tickets for the event are priced at £25 and places are limited.

If you interested in attending please contact Rhona Anderson at [rhonaa@nbp.org.uk](mailto:rhonaa@nbp.org.uk), and book a place early to avoid disappointment.

The Network also wishes its members a belated Diwali and Eid.

## Luna's Cooking on UKTV Food

Congratulations to Luna Frank-Riley pictured right with top TV chef Anthony Worrall Thompson.

Luna, an Equality & Diversity Consultant from the North West Regional Development Agency (NWRDA), broadcast the first in a series called "The People's Cookbook" on UK TV Food Channel on 12th September 2007. Her first dish was "Caribbean Liver Stew".

Luna acknowledges help and encouragement received and thanks all those who have contributed to her success.

She says: "This is a huge achievement for me. Many challenges had to be overcome."



# Testimonials and Programme Schedules...

## What First Steps to Leadership participants say...

Feedback from First Steps to Leadership participants has been extremely positive. Participants value the fact that the training is delivered by experienced BME professionals - individuals who have significant past and present experience of working in leadership and management positions in FE, Learning & Skills, and both the wider public and private sector.

Here's a sample of what those who recently completed the First Steps to Leadership Programme at Kensington & Chelsea College had to say:

"I feel like I have been enlightened and have gained immensely."

"The programme has really opened my eyes, clarified current legislation and how it will impact on my practice."

"It has boosted my desire to get out of my comfort zone."

"I wanted the programme to inspire, encourage, support and direct. It has not let me down."

"It has helped me to focus on my career path, and think about the way forward."

"(It has) made me think about my role in the organisation, where I am and how I can develop further."

## First Steps Programme Schedule – 2007/08

CODE	LOCATION	DATES
FSBMEI2NW	Manchester	26th/27th November 2007, 28th/29th January 2008, 25th/26th February 2008
FSBMEI3LDN	London	29th/30th November 2007, 31st January/1st February 2008, 28th/29th February 2008
FSBMEI4NE	Newcastle	21st/22nd January 2008, 18th/19th February 2008, 17th/18th March 2008
FSBMEI5WM	Birmingham	24th/25th January 2008, 14th/15th February 2008, 13th/14th March 2008
FSBMEI7LDN	London	7th/8th February 2008, 6th/7th March 2008, 3rd/4th April 2008
FSBMEI6YH	Leeds	4th/5th February 2008, 3rd/4th March 2008, 31st March/1st April 2008
FSBMEI8NW	Liverpool	10th/11th March 2008, 7th/8th April 2008, 12th/13th May 2008

## BLI Programme Schedule – 2007/08

CODE	LOCATION	DATES
Mentor Training	London	14th/15th November 2007
OFSTED Work Shadowing Briefing	Birmingham	23rd November 2008
Mentor Trainin Refresher	Birmingham	16th January 2008
Mentee Induction	London	13th February 2008
Mentor Training	Leeds	20th/21st February 2008

Further career development workshops yet to be scheduled will be run according to demand. Please check the NBP website [www.nbp.org.uk](http://www.nbp.org.uk) for updates.

[www.nbp.org.uk](http://www.nbp.org.uk)

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