



*Embracing Difference, Achieving Excellence*

## **LEEP Now! - Leadership in Equalities and Engagement Programme**

**LEEP Now!** is a diversity competence programme for team leaders and managers which enables them to demonstrate their effectiveness against diversity practice and make noticeable changes to managing diversity within their organisation.

This programme can be linked directly to organisational performance reviews where managers work towards a defined competency framework which transforms culture and makes a positive difference to the organisation.

### **Objectives & Aims:**

- To provide managers with the necessary awareness, skills and knowledge to become competent and effective in managing Equality, Diversity and Inclusion.
- to transform the organisational culture and equip managers with the skills to implement necessary changes
- To increase both staff and community engagement and participation in equality and diversity, service planning and policy development
- To address barriers facing BME and Women managers progressing into leadership roles
- To increase community engagement and connectivity particularly with 'hard to reach' and marginalised communities
- To enable managers to set, develop and maintain high standards which can be monitored and evaluated
- To enable managers to develop and implement action plans that made a measurable difference
- To encourage organisational objectives to be set in line with competencies that make a positive difference to the business, such as increased representation increased engagement and positive action.

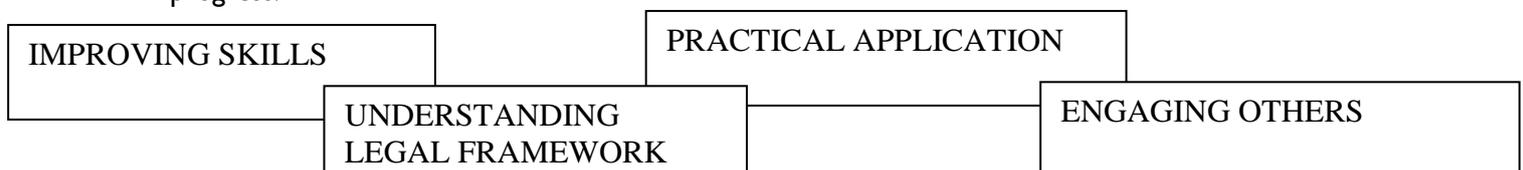
### **Format of programme delivery:-**

Each team leader/manager will have a coaching meeting with a PDA Equality Consultant before and after a one-day training course. The objective of the pre course meeting is to assess starting levels of skill and knowledge as well as provide support.

In the post course meetings, our consultants will work with the managers to develop an action plan with objectives and targets relating to the Equality and Inclusion Competency Framework. These objectives and targets are then implemented by the team leader/manager with support from the consultant and the manager's own line manager to ensure effective implementation.

The action planning process will allow your organisation to track tangible changes and progress. It will also empower managers to make a real difference in their own areas of the business.

The group evaluation stage will allow all managers to get back together and review organisational progress.





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### **Delivery Programme**

Week 1	Day 1 (1 hour)	Coaching and Scoping Session
Week 4	Day 2	Training Course
Week 6	Day 3 (1 hour)	Post Course Coaching Session/Action Plan
Week 10	Day 4 (1/2 day)	Group Evaluation Stage