

Leadership Programmes at Imperial

www.imperial.ac.uk/equality

Calibre

- Calibre is Imperial's flagship personal and professional leadership programme for disabled staff. Designed and run by Dr Ossie Stuart
- The Calibre Programme is a focussed development programme for disabled staff in Higher Education and beyond. It has been designed specifically to develop and implement unique strategies that reflect the unique challenges and experiences of disabled academic and professional staff across the Higher Education sector.
- The Calibre Programme is not your usual development programme, it is custom designed to address the distinct and often subtle barriers disabled leaders will recognise and know they must overcome and master when operating in the Higher Education context.
- These skills will be useful for people who may be thinking about personal, career development or leadership in the near future.

Calibre

- Managers are encouraged to fully back participants by also engaging and being involved in the Calibre programme which not only benefits the performance of the individual but also ensures that there is a return on the investment they have made in their member of staff.
- Calibre delegates work on personal projects focused their learning, organisational barriers and recommendations to overcome these.
- The aim of the programme is to boost retention and the confidence of our disabled staff giving them the tools to go for opportunities when they present themselves in order to boost representation at all areas of the College.

Imperial College
London

Calibre



[Calibre Promo Video - YouTube](#)

IMPACT

- IMPACT (Imperial Positive about Cultural Talent) was established in 2014 with sponsorship from the Deputy Director of Human Resources and the help of P31 Consulting . It is a Programme that is growing and gaining steam within the organisation. The concept of a Minority Ethnic lead leadership development course was launched in 2007 with iLead due to the underrepresentation of Minority Ethnic staff in the College.
- The IMPACT programme was further developed in house by the Equality Diversity & Inclusion team from 2015 who have benefited from past Minority Ethnic leadership programmes such as iLead & Stella, However they felt that there was a need to focus on the impact culture has in the workplace and how it can help or hinder personal development and to be able to respond quickly to changing needs of Imperials Staff by looking at trends from staff surveys to focus groups.
- IMPACT feeds in culture throughout the entire programme linking it with traditional leadership tools. A variety of techniques are used to deliver the training from theory around leadership tools, Minority Ethnic history and what can be learnt and adapted to today's workplace, practical approaches i.e. Forum acting alongside peer learning, action learning sets and hearing about the lived experience.

IMPACT

- IMPACT also encourages leadership and legacy by ensuring the delegates' projects can be implemented around the college with buy in from the senior staff engagement manager.
- The programme uses a mixture of coaching and mentoring throughout and after the programme to keep the momentum of the delegates' development journey. As well as offering various presentation opportunities and senior board level committee meetings.
- IMPACT aims to enable Minority Ethnic staff from diverse backgrounds to understand how cultural difference can be positively leveraged in the workplace in order to promote more staff into middle and senior management. Imperial recognises the value of retaining & upskilling its staff, this Programme enables staff to harness their unique talents in their roles.
- The programme runs over four months consisting of Seven workshops and four action learning sets (ALS). ALS provides an opportunity to address challenges and find practical solutions in a peer led setting.

IMPACT for Managers

IMPACT for Managers is designed to run in parallel with, and enhance, our [IMPACT development programme](#). This programme is aimed at line managers to build skills, knowledge, and confidence in the support and leadership of minority ethnic staff in their teams.

The aim is to build contemporary managerial knowledge, and a toolkit of techniques for embedding race-inclusion into everyday management practices

The idea of running both IMPACT and IMPACT for managers alongside it is to ensure we capture the need for organisational culture change understanding that it is not just the individual but those who support them who can have an impact on the culture of the College and leverage this to make long lasting change.

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