



***‘Being an LGBT group allowed us to share experiences of being an LGBT manager and how our lives shaped who we are as leaders. I hadn’t fully understood how valuable that was until I experienced it’***  
(Programme Graduate, Dec 2016)

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## General Information

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Birmingham LGBT has created a unique Leadership Programme to develop and sustain LGBT leaders of the future who will be equipped with essential leadership skills, with the confidence to facilitate the growth of resilient, diverse organisations and communities.

A key aim of the Leadership Programme is to enable LGBT people to become empowered to be decision makers, in supporting their organisations and workforces to achieve greater equality, inclusiveness and diversity.

The programme provides structured learning in five clear stages designed to support successful candidates to focus on their own personal and professional development whilst learning key leadership tools and techniques they will be able to utilise and implement in their workplace.

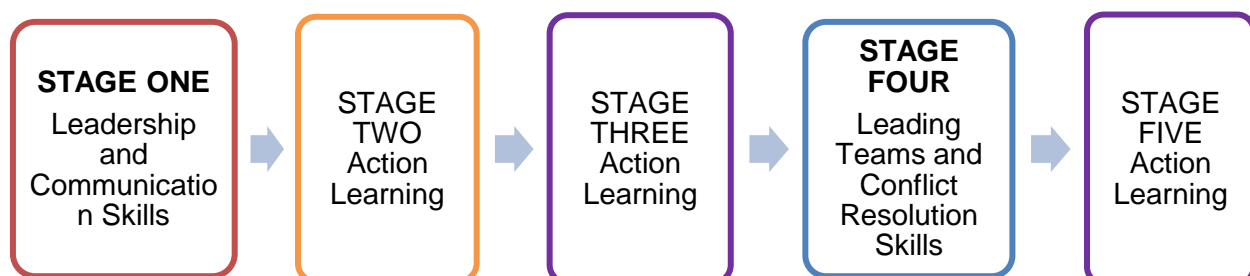
Discussion and reflection exploring how their sexual identity has impacted and shaped the trainees’ life choices and career development is built into each stage and facilitated within a safe environment. We combine these sessions with practical exercises that enable trainees to utilise their broadened awareness to shape future career progression and support wider workplace equality and diversity. The LGBT Leadership Programme is nationally endorsed through the Institute of Leadership & Management ([www.i-l-m.com](http://www.i-l-m.com)).

***‘This course made me think differently about my leadership and management style and helped me to understand the positive ways that being LGBT has influenced the way I work. The tools and techniques explored in the course resonated with me and have helped me to make valuable changes to the way I work’***  
(Programme Graduate, Dec 2016)

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## The Five Stages of the Programme

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## Stage One: Leadership and Communication Skills

Over two days you will experience and explore power and leadership principles ascribed to autocratic, servant and facilitative leadership as a means of determining your unique leadership style and areas for development. We will discuss the role of leadership within the LGBT community and a range of key communication skills to support your own knowledge, growth and progression as someone who identifies as LGBT.

## Stages Two, Three and Five: Action Learning Set (3 half day sessions)

Action learning is a powerful mechanism that will provide you with the tools to effect positive change both professionally and personally, to progress new opportunities and ideas and to enable reflection and continued learning in your leadership development. It offers learning to take back to the workplace and translate into action, the chance to work smarter and find creative ways to bring about change, and insight into how others achieve different solutions.

## Stage Four: Leading Teams and Conflict Resolution Skills

Conflict is natural and all teams experience it so having the skills and confidence to meet conflict situations is essential for building and leading healthy teams. Over two days you will explore your personal experiences, your preferences for handling conflict and the stages of conflict transformation, and how these have been shaped or influenced by identifying as LGBT. Beginning with the foundations for building a strong team, you will have a chance to explore techniques and skills to use when in and managing conflict.

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## Contact & Application Process

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For an informal conversation about the programme please contact Matt Daniels, Leadership Programme Co-ordinator via [midanconsult@gmail.com](mailto:midanconsult@gmail.com), or 07966 418 713. To find out more detail about the programme itself and to read some of the case studies and testimonials from previous graduates, go to <http://blgbt.org/lgbt-leadership-academy/>

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## Fee

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The fee for the full programme is £1,500 per candidate. There are options for some applicants to undertake individual modules rather than the entire course and we are happy to discuss this with interested parties, although we recommend completing the full course to achieve the greatest learning and impact.

***'[Since completing the course] I have changed some of the decision making processes with the team and created systems for the staff to lead and develop areas of the service. The time after the course was a time of huge change for management within my organisation and I have been able to use learning from the course to influence and shape the senior management systems'***  
*(Programme Graduate, Dec 2016)*



**Birmingham LGBT**



INVESTORS  
IN PEOPLE | Silver

Our objectives are to raise awareness of the needs of lesbian, gay, bisexual and trans (LGBT) people in Birmingham and beyond, to advocate for their needs to the wider community and to promote opportunities to LGBT people in Birmingham and beyond to enable them to fully participate in the lives of their community. <http://www.blgbt.org>



## Additional Benefits Package for Graduates

Birmingham LGBT is committed to supporting all sections of our LGBT community through creating relevant, bespoke, high quality programmes and services, so when designing the LGBT Leadership Programme (<http://blgbt.org/lgbt-leadership-academy/>) we therefore teamed up with the UK's top leadership and management qualifications specialist, ILM (<https://www.i-l-m.com/>).

ILM regularly monitors and assesses the quality of our programme's content and delivery to ensure the quality of the training remains consistently excellent. Through nationally endorsing our programme they have also enabled us to offer our successful graduates a fantastic package of ongoing support and development opportunities through an **ILM Study Membership** for the 12 months following their graduation.

This membership provides graduates with access to a huge range of further learning materials, resources and tools via **Learning Tree** (<https://www.learningtree.co.uk/>) including:

**Study Support:** Access to the ILM resource centre for thousands of the latest articles, research papers, journals and books

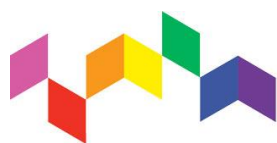
**Edge Online:** A weekly wrap-up of the latest management news, features and opinions from ILM's award winning magazine

**Professional Events:** Providing access and opportunity to for graduates to engage in current debates and sector developments, hear from expert speakers and raise their professional profiles at ILM events and seminars, where they can also expand their professional networks

**Online Connections:** Access to ILM's online community and exclusive LinkedIn Group to network with existing and new colleagues, share their ideas, and engage in online discussions

**Career Development:** Graduates will also be able to access Learning Tree's wide range of video seminars, learning modules and subject overviews

We are delighted to be able to provide this unique membership access to our graduates, enabling them to build on and further develop their learning, their skills and abilities, and their networks and profiles as they develop into our LGBT Leaders of the future.



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