



## Finding leadership gold at the end of your rainbow

The Proud Science Alliance is sponsoring a series of virtual sessions that will focus on the leadership experience of people who identify as LGBTQ+. The session facilitators aim to build confidence in attendees' leadership approach and capability while also building confidence to integrate their LGBTQ+ identity as part of their leadership brand.

### Leadership Series Summary Overview

The leadership series is a set of four virtual sessions specifically created for employees in the healthcare and life sciences sector who identify as LGBTQ+ and want to focus on their leadership approach and capability. None of the sessions aim to replicate leadership training available to many of us inside our organisations, but instead compliment what you might gain from those and other formal leadership courses. Because the LGBT+ experience at work is often different, even when it comes to leadership, we wanted to acknowledge this and create space to address it in a very practical way. Sessions will be designed and facilitated by a team from the Proud Science Alliance and will feature invited guests.

Date/Time	Session Title	Focus
18 May 14:00-15:00 BST	1. Finding leadership gold at the end of your rainbow.	Inspiration
3 June 15:00-16:00 BST	2. Leadership starts with you; your leadership brand.	Leadership starts with you
17 June 14:00-15:00 GMT	3. Navigating the leadership landscape - finding your own path and building your village.	Your leadership journey
01 July 15:00-16:00 GMT	4. Standing up, standing out.	Taking action

### Why are we doing this?

There is limited leadership training available for people who identify as LGBTQ+ so we wanted to fill some of this gap. What does exist is often exclusionary or focuses only on 'senior leaders.' The aim is to engage colleagues who identify as LGBTQ+ so they feel supported in their own leadership journey and ambitions and to gain confidence in themselves as leaders. Ultimately, we want leaders or aspiring leaders to feel more confident about openly integrating their LGBTQ+ identity as part of their leadership brand and approach rather than hiding or downplaying it if they choose to do so. Out leaders support a more open, diverse workplace and help everyone be themselves at work. Also, diversity powers innovation and performance as demonstrated by many research studies. More out leaders and more diverse leaders makes good business sense.

### How will it work?

We will offer 4 sessions in May and June this year. Each session will be an hour and will be virtual using Zoom. Some content on a theme will be shared each session, and then we will tell personal stories to bring that content to life. We will also share advice and will suggest practical steps to move forward in your own leadership journey. We will have some time for questions at the end. Using this approach - content, stories, advice, discussion – we will move beyond the statistics many of us already know and feel.

We will ask that all those who register to attend all sessions and be part of the community of learners. We will create small learning groups of 4-5 people, and we will ask you to informally connect in between sessions to encourage networking and to provide support as part of the experience.

### Who can attend?

The sessions target individuals working in the healthcare and life sciences sector who identify as LGBTQ+, but anyone in the sector is welcome to register and attend. If you attend, please keep in mind we aim to create a safe space to talk about our lived experience as LGBTQ+ people so we will ask everyone to support that aim. Of course, the concept of intersection will come into the dialogue because we all have multiple identities that matter, but the primary focus will be on the LGBTQ+ identity. The aim of the series will not be to educate non-LGBT+ people because there are different offerings and resources that can achieve that goal.

### How do I register?

Registration is through EventBrite and is free. When you register, you will be registering for all four sessions so will only get one 'ticket'. However, you will be emailed formal calendar invitations with joining details for each separate session. Please plan to attend all four sessions. Registration is open now and will close on 12 May 2021.

**Registration Link:** <https://www.eventbrite.co.uk/e/finding-leadership-gold-at-the-end-of-your-rainbow-tickets-148620751669>

### Session summaries

Session	Summary	Projected outcomes
1. Finding leadership gold at the end of your rainbow.	We will introduce the series with some summary content before spending most of the time at the session hearing leadership stories from a panel to gain inspiration for our own leadership journeys.	Attendees gain understanding of leadership through the stories of others and hopefully feel inspired for their own leadership journey.
2. Leadership starts with you; your leadership brand.	Focus on the individual - we are worthy as human beings just as we are and our experience is valid. We will explore how we can look to self and our community for validation as individuals and leaders. We will explore what we want to be known for, focusing on accepting self as a leader while also embracing and honouring our LGBTQ+ identity.	Attendees understand that leadership really does start with 'self' rather than a prescriptive framework into which everyone must fit. Attendees come away with some practical advice and even exercises they can do to build confidence in themselves as individuals and as leaders. Attendees understand the concept of leadership brand and how to explore this and even document this for themselves.

<p>3. Navigating the leadership landscape - finding your own path and</p>	<p>How do you navigate an environment that values leadership characteristics predicated on the straight, white cis-gendered male archetype? This session explores the concept of support and how to ensure you ask for and get the support you need on your leadership journey. These can be members of the LGBT+ community or allies - whoever will stand beside you and support you.</p>	<p>Attendees are aware of how a certain norm has been applied to leadership, generally speaking. Attendees come away understanding practical ways they can stand in their power as leaders as they navigate their career path in a way that feels comfortable to them. Attendees understand the value of thoughtfully gathering people around them who are supportive and helpful. Attendees gain some practical tips for how they can build their support community and agree some actions they want to take personally.</p>
<p>4. Standing up, standing out.</p>	<p>We will explore some concepts such as role modelling and leading from the front, middle and behind. We will talk about standing up for ourselves by owning our identity and how this contributes to our delivery and abilities.</p>	<p>Attendees understand what a role model is and decide for themselves if they want to actively step into that role with their understanding of what it means. Attendees understand what it means to both stand up (state an opinion, speak out) and stand out (take action, lead) and decide for themselves how they want to do both of these things.</p>