

# Rise Leadership Programme Briefing

## Background

In 2015 NUS published [Race Matters: A report on the experiences of Black staff in the student movement](#). Findings from the report showed that Black staff were committed to the movement and enthusiastic about working in it. However, their experiences demonstrated a distinct lack of development opportunities and career progression. The report outlined a range of recommendations including the need for initiatives to promote talent and support the progression of Black staff into leadership roles.

## The Rise Leadership Programme

The Rise Leadership programme has been designed to give more in-depth development to Black staff who are aspiring leaders. The rationale is both to equip them with the tools and skills to develop into middle management and senior leadership roles. And to retain them within the student movement. It will follow a similar approach to the successful 'Aspiring Women Leaders' programme in being modular over a period of months, highly interactive, and containing a mix of facilitated and self-managed activities.

This programme also invites white line managers of the Black participants to attend. This programme aims to create a sustainable culture change within student' unions and encourages white line managers to understand their role and responsibility in creating and maintaining an inclusive culture.

## Frequently Asked Questions

### Who can attend the Rise Leadership Programme?

The Rise Leadership Programme is now open for applications from Black aspiring leaders in the student movement. This means someone who is in a non - managerial role and has the desire and aptitude to have a personal and positive impact on the student movement. Black applicants should apply in consultation and agreement with their white line managers as this programme requires joint participation.

### How much does the programme cost?

The Rise Leadership Programme is **free for all participants** including lunch and refreshments. Travel and accommodation costs will need to be covered by student' unions.

### The impact of this course on the individual and organisation will be to:

- Increase the number of Black staff progressing
- Improve race equity practices within students' unions
- Improved networks of staff across the movement
- Improved line manager relationships
- Increase retention of Black staff within the student movement

### As a result of this training Black staff will be able to:

- Progress and action their personal and professional development
- Display inclusive leadership through their actions and communication
- Increase their visibility in the workplace and student movement

- Leverage their uniqueness as a leader
- Implement proactive and reactive strategies to negotiate power and politics, and to deal with adverse workplace situations
- Build and maintain effective support and professional networks

### **As a result of this training line managers will be able to:**

- Challenge organisational barriers to progression
- Advocate for Black staff to support their career development
- Use performance management and development processes to support the progression of Black staff
- Display inclusive leadership competencies through their actions and communication

### **When will the programme take place?**

The Rise Leadership Programme will take place over 6 months starting from January 2019. This programme is a 6-day course throughout January - July 2019 at a number of venues across Britain. Dates are as follows:

- January 24: Leading Self (Black staff)
- February 8: Leading Others (Black staff)
- February 13: Leading Others (White line managers)
- May 1: Inclusive Leadership- cohort 1 (Black staff and white line managers)
- May 29: Inclusive Leadership – cohort 2 (Black staff and white line managers)
- June 26: Leading NUS (Black Staff)

Black programme participants and their managers should be **available for all programme days**. Participants should also allocate time before and after classroom sessions to.

### **Why should Black staff and line managers participate in this programme?**

Staff should participate in this programme to empower their leadership skills and understand their role in creating inclusive cultures in the student movement.

### **As a senior leader, how can I support this programme?**

- Motivate line managers to support their Black Staff to participate in the programme
- Display an interest and an active desire to be kept apprised of the learning on this programme
- Challenge other senior leaders to promote and support the programme
- Create and provide budget to ensure participants travel, accommodation and expenses are covered
- Offer to host the programme at your union by getting in contact with [Sanisha Wynter](#)

### **How is this relevant to NUS 100?**

This programme is all about students' unions being diverse, inclusive and equitable organisations, supporting them to attract and retain outstanding people.

### **How can I find out more about the programme and how do staff apply?**

Get in contact with [Sanisha Wynter](#), Race Equity and Inclusion Project Officer.