

## Coaching for Inclusion Programme

This work supports the [Building Leadership for Inclusion](#) (BLFI) strategy, [Talent Management](#) strategy and the National [Coaching and Mentoring](#) strategy. The NHS Leadership Academy want to harness the power of coaching to make a meaningful difference to diversity and inclusion within the NHS by recruiting 300 committed and ambitious coaches to develop as a Coach who has specialised in inclusion.

Through this programme, inclusion coaches will be trained to deploy powerful coaching interventions with participants on positive action programmes ([Stepping Up](#) and [Ready Now](#)), and under-represented groups through the Local Leadership Academy (LLA) registers throughout the country. This will enable the coaches to:

- Progress into more senior roles
- Impact systems for greater levels of inclusion
- Ensure that other black, Asian and minority ethnic (BAME) and under-represented groups can climb the 'snowy white peaks' of the NHS (Kline, R. 2014).

Inclusion coaches will work within the system, in transformational ways, to create a social movement for cultural change to support the evolution of a system that reflects the interests of all.

*“The programme we have created is based on the latest thinking and sound research around inclusion – it is designed specifically for coaching practitioners working in a highly changeable and complex system. This development opportunity will enable you to bring difference into the coaching conversation in a powerful and very different way, so honest discussions around inclusion, including race, religion, sexual orientation and gender are accelerated, and we really get to unpick how individual circumstances are conditioned by social forces. Only by doing this, one conversation at a time, can we create a dramatic change”.*