

Building Leadership For Inclusion (BLFI)

Expert Facilitators Factsheet

BLFI aims to fundamentally shift and transform the ways in which we work to develop truly inclusive NHS leadership, organisations and health and care systems.

Building Leadership For Inclusion (BLFI), is a new and ambitious programme of work that will inform our future ten-year strategy, led by the NHS Leadership Academy. Its purpose is to update and inform leadership development, thinking and practice, to progress the work of inclusive leadership development for individuals, organisations and systems working within and across NHS-funded health and care. BLFI is a key part of the [Developing People - Improving Care Framework \(DP-IC\)](#) and will now be implemented through the [NHS Long Term Plan](#). Its aim is to transform cultures through leadership, so that they become truly inclusive, ensuring that all staff are listened to, understood and supported - and that leaders at every level of the health and care system truly reflect the talents and diversity of people working within it and the communities they serve.

BLFI Expert Facilitation

BLFI recognises that one of the key challenges to developing truly inclusive leadership approaches for the 21st century, is the need to equip and enable leadership at all levels to work effectively and confidently with and across difference. This will improve the experiences of staff, patients and advance population health.

BLFI will meet this challenge in part, by providing the system with a cadre of highly skilled, collaborative Inclusive Leadership Development Facilitators. Facilitators who have demonstrable track records of working locally, nationally and internationally with leaders to develop and lead inclusive workplace practices and cultures. Their work is underpinned by robust theoretical knowledge, capabilities, and approaches that contribute towards their expert facilitation in this field. They will support, challenge and inspire participants to make the necessary paradigm shifts in mindsets and behaviours for inclusive leadership practice to result, **equipping leaders to achieve and leave an ever increasing and sustainable legacy of inclusion.**

How will they work?

Facilitators will work alongside leaders to create changes that will address discrimination and structural inequalities. Informing all collaborative approaches to inclusive change will be the voices of those with 'lived experience' who are at the sharp end of exclusion. Facilitators will draw upon emerging best practice from the UK and beyond to co-design and evaluate interventions that challenge and support leaders to implement effective and sustainable inclusive change – change that addresses inequalities, dials up compassion and changes the nature of the relationships that people have in the workplace across sameness and difference so that everyone will benefit.

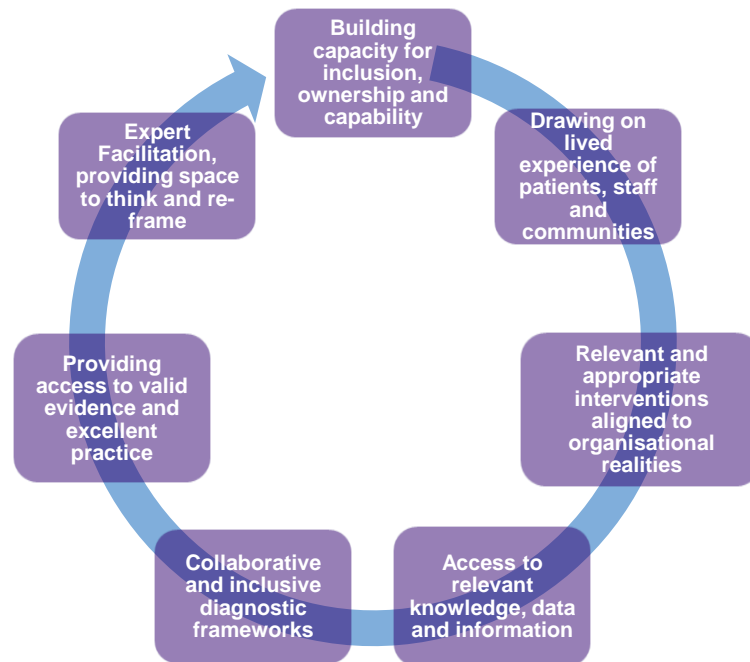


Fig 1: BLFI Expert Facilitators

How were they selected?

The BLFI Inclusive Leadership Development Facilitators were procured through a rigorous national selection process involving assessment against a clearly set criteria. They have participated in additional development exercises, aimed at aligning their experiences, skills and expertise with the Academy’s strategic aims for inclusion, which are to:

- Raise the level of **ambition** on inclusion
- Quicken the **pace of change** towards inclusion
- Ensure that **leadership is equipped to achieve** and leave an ever increasing and **sustainable legacy of inclusion**

Progress to Date

- An assessment centre has been developed for procuring and recruiting Inclusive Leadership Development Facilitators, this can be used as a model for the system.
- Inclusion has been effectively built into our procurement processes to enable effective recruitment of new facilitators.

For more information, please get in contact via email blfi@leadershipacademy.nhs.uk