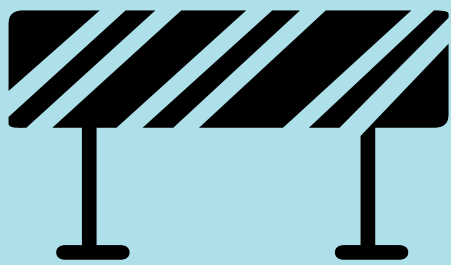


## Growing Our Own Leaders Programme

### Recruiting now for our 2023-2024 Programme

#### The Problem



In any organisation or network run by Deaf or Disabled people you will find an incredibly diverse and talented group of staff, trustees, volunteers, members and activists, passionate about issues that need to change.

Lived experience can bring unique and creative approaches to change.

But all too often Deaf/Disabled people don't get a chance to **lead change** because of multiple barriers and discrimination.

#### Our Solution



Nothing About Us Without Us

We designed a leadership programme which successfully supports Deaf/Disabled people to find creative ways to strong and confident leadership.

Emerging leaders learn through action. Our programme gives you a chance to lead a project based on a change you really want to make happen in your organisation or community.

We support you in your personal growth journey and make sure you can identify and find solutions to the barriers that have stopped you confidently leading in the past.

## We are recruiting now for our next round of the programme

### Apply by 4 August 2023

See end of leaflet for how to apply  
**THIS PROJECT IS FUNDED BY PROPEL**

# What happens on the programme

October- November 2023  
Initial Training

Three initial face to face training sessions to learn creative tools for managing change and problem solving



December 2023-September 2024  
Learning through action



We will support you to choose a practical project you want to lead...to make change happen on something you are passionate about, in your organisation or wider community.

You will work on this throughout the programme.

December 2023-September 2024  
Monthly peer learning and development sessions

Everyone on the programme will meet together monthly, sometimes face to face, sometimes online. We create a safe brave space for peer learning and support.

You will work together on generating ideas and problem solving; sharing learning; practising change tools and techniques together; and developing collective strength from sharing your challenges and triumphs.

In previous programmes, multiple new strong partnerships have been formed between leaders, between organisations our leaders come from, and beyond.



"This programme really is focused on the root of the issue and disability and leadership: what has really prevented us up to this point and a safe place to really challenge this and maybe find some breakthroughs"

# What kinds of change projects have participants lead before

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B scaled up her participatory theatre, giving Disabled people a voice on issues that are important to them



Bh used her new found confidence to take on the role of Chair of a BAME sight committee

V and R set up new social activities led by and for adults with learning difficulties



J led improvements in financial management systems within their DDPO

Two people used their greater understanding of the value of lived experience to become more confident in their Trustee roles



Two people have built on their personal journeys of self discovery and development...and gone on to become leadership coaches themselves

# Making sure you can succeed

Access needs will be met



Right from the start we will use activities which help you explore and empathise with each other's access needs - going far beyond standard access support to ensure learning environments suit everyone

Social Model informed, strengths based coaching

You will have regular 1:1 coaching sessions with the programme coach usually online.

The focus will be on developing stronger pride and confidence in your strengths and lived experience, and finding creative solutions to barriers which get in the way of you achieving your goals

"I made an interesting personal discovery. I realised that my lived experience of disability gave me an advantage. There are acquired skills I overlook as I see them as a way of life "



Support for your organisation or network

We know that putting you forward for this programme can have an impact on your Deaf/Disabled people's organisation or network.

You will need time out of your usual work or volunteering to attend sessions and you may be working on a change project that directly affects your organisation.

Your coach will meet with you and your organisation twice during the programme to support with problem solving.

We offer your nominating organisation £1000 to cover costs  
£1000 training budget to cover any extra training costs related to your project



# Interested in applying ?

- You need to be a Deaf or Disabled person
- We are recruiting 10 people. At least 4 places are reserved for people with intersectional experience of multiple discrimination
- You have to be linked to an organisation or network run by Deaf/Disabled people. They will need to nominate you for the programme so make sure you talk to them about your interest

To apply, and for application guidance, visit: [www.inclusionlondon.org.uk/grow](http://www.inclusionlondon.org.uk/grow)

Return your completed application by  
Friday, 4 August 2023, 10am to

**[recruitment@inclusionlondon.org.uk](mailto:recruitment@inclusionlondon.org.uk)**

Note: we accept applications in different formats such as video or audio recordings- find out more in the application pack

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## Still a bit unsure?

[Read more on our website](#)  
about our previous  
programme and hear from  
some of our graduates

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Think you have someone in your team or network to nominate but want to ask questions before putting them forward?

Contact Tracey Lazard, CEO

**[tracey.lazard@inclusionlondon.org.uk](mailto:tracey.lazard@inclusionlondon.org.uk)**

“There is so much potential floating around your DDPO. It is important that you start tapping into this potential!”

**Inclusion  
London**

Supporting London's Deaf and  
Disabled People's Organisations