

RISE (Realise, Inspire, Support, Empower) Coaching programme

At the end of the summer term, EmbRace concluded the inaugural RISE (Realise, Inspire, Support, Empower) coaching programme, and we're excited to share our success with the community.

A Tailored Approach to Empowerment

Led by EmbRace members Melissa Nicholson and Adeola Akande Pierre-Noël, RISE was designed to address the unique challenges faced by Black and Global Majority staff in bands 4-6. Their combined decade of experience at LSE and qualifications in leadership and career coaching created a powerful foundation for the programme.

Programme Highlights

RISE offered participants:

- Group coaching sessions in a safe and brave space
- An engaging Away Day
- Insights Discovery personality profiling
- Professional headshot photographs
- Sessions with expert speakers, including Olympic athlete Daniel Caines and theatre director Lakesha Arie-Angelo

Key Outcomes and Results

The results speak volumes:

- 100% of participants reported increased confidence and readiness for career progression
- 60% improved relationships with colleagues
- 50% explored secondment opportunities or applied for higher-level roles
- 75% attended networking events and provided feedback to their line managers

One participant shared: "Apart from the wonderful sense of community, I feel more empowered to embrace who I am and believe in myself. I am much more confident than before."

We are also excited to celebrate that our group coaching programme has played a pivotal role in helping one of our participants achieve a higher-band role, thanks to the newfound confidence and skills they developed during the programme's transformative experience.

Intersectionality in Delivery and Outcomes

Intersectionality played a crucial role in the delivery and outcomes of the RISE programme. By acknowledging and addressing the multiple, overlapping identities of our participants, we were able to create a more inclusive and supportive environment. This approach ensured that the unique challenges faced by Black and Global Majority staff were met with tailored solutions, enhancing the overall impact of the programme.

Challenges and Future Support

While the programme was highly successful, participants requested more opportunities to meet in person and more support to engage their line managers in viewing them as future leaders and explore avenues for progression or promotion. There's an appetite to see this programme as an annual programme, the Race Equity Fund Scheme could help provide funding for this.

Participant Feedback

One of the most positive aspects of the programme, as shared by participants, was the sense of community and empowerment it fostered. Participants felt more confident and ready to embrace their identities and career aspirations. Some have become volunteers for the new stater buddying scheme and others have become mentors.

Growing Future Leaders of LSE

RISE aligns with the School's 2030 strategy and Race Equity Framework, demonstrating LSE's commitment to developing diverse talent. The programme reached Black and Global Majority staff across various departments, creating a network of empowered colleagues.

Looking Ahead

Given the programme's success, there's a proposal to make RISE an annual initiative at LSE. This would help grow the School's talent pipeline, build on learnings, create a network of alumni mentors, increasing staff satisfaction and retention.

Learn More

We encourage all LSE staff to support and celebrate initiatives that empower Black and Global Majority Staff. If you're interested in learning more about the programme or how you can support future iterations, please reach out to the EmbRace network or the EDI team. RISE is more than just a programme – it's a testament to LSE and EmbRace's commitment to intentionally fostering an inclusive, supportive, and equitable workplace.