

Oxleas Shadow Executive

The Shadow Executive has brought a fresh perspective to the leadership team at Oxleas. They take discussions in a different direction and the overall approach to our strategy and business has improved as a result. The Shadow Executive are closer to day-to-day frontline clinical and business roles and also have a different perspective on work, wellbeing, and employer/employee relations.

Aims

- To support trust values by listening to colleagues across organisation and amplify voices of under-represented staff.
- To draw out different perspectives and fresh thinking
- To give development opportunities to colleagues outside of traditional routes

Improving lives

Membership

Applications were invited from staff in their first few years of working in the NHS or after their clinical training.

From the high number of applicants, 12 members were selected to ensure that a wide range of roles, professions, locations and backgrounds were represented.

Meetings took place monthly to review and give feedback on Executive meeting papers.

Additional sessions with senior leaders and subject experts held to share experience and knowledge



Oxleas Shadow Executive



2021 Cohort

Teayanna Barrett-Cheddie
Carly Bishop
Sukhdeep Dogra
Roshni Hemnani
Isabelle Lensvelt
Tafadzwa Marapara
Stephen Onamade
Sophia Nwadinobi
Kelli Rush
Inke Schrieber
Jennifer Smith
Rachel Townsend

Benefits to organisation

- Executive has greater understanding of impact and reach of decisions on frontline colleagues
- Fresh thinking and new solutions
- Supports talent development

Impact

- Introduction of Coffee Connect/pick me up boxes to support colleagues
- New approaches to internal communications and promoting uptake of key programmes.

Benefits to participants

- 100% enjoyed the experience
- Members felt it broadened their knowledge and developed skills and confidence.
- Members valued getting to know colleagues from different parts of the organisation and the Executive and Board.
- They felt valued and saw how their feedback was being discussed and acted upon by the Executive Team.

“ Feedback

I felt valued and listened to which has given me confidence that the Trust is listening and learning from our concerns.

It's been an invaluable experience

This experience is life-changing

Thank you for the opportunity, it's been a great learning experience and I've really enjoyed it.



we're **kind**

we're **fair**

we **listen**

we **care**