

LeadersPlus



How we got started

Baseline survey and end of Programme Survey

Set expectations and hound people!

Satisfaction versus impact

Theory of Change

Perfection is the enemy of good!

What we didn't know then and know now:

Unexpected outcomes: wellbeing results

Stakeholder groups to interpret what was happening

Strict separation impact data and marketing data

Asking about unintended consequences

Independent report

If in doubt, don't change the questions!

Focus on why and decision making



IMPACT

[fellows]



100

NHS AUTUMN 2022 COHORT IMPACT HIGHLIGHTS (FELLOWSHIP COMPLETED IN MAY 2023)(cont'd)

Improved confidence in combining career progression with parenting

All Fellows saw an increase in their confidence in overcoming any barriers in balancing childcare and career development, with an average increase of 111%

97% of Fellows saw a significant rise in their confidence in applying for a job at the next level of seniority, with an average increase of 179%

When asked whether they thought that their parenting role negatively impacts their chances of getting to a more senior role, 97% of Fellows felt that the impact was less significant by the end of the programme, compared to at the beginning. The shift in their thinking was, on average, 193% less negative- showing that the programme is transformative in changing mindset.

Career progression and financial impact by the end of the 6 month programme

81% of Fellows are in, or have made significant steps towards securing, a more senior role during the Fellowship.

58% saw a salary increase between the beginning and end of the programme, with the average increase of 11%

Number of parents outside the Fellowship supported as a result of the programme:

100 (average of 3 per fellow)

Our results speak for themselves

- Employees feel more valued
- Improved retention
- Employees are more engaged
- Equitable career progression
- Increased gender equality in senior leadership positions

90%

retained over
the course of
the programme

67%

planned to stay
for at least two
years

72%

felt more valued
at work

85%

felt more
engaged at
work

53%

reported
promotions to
senior
positions

Evaluating programmes

Key questions:

- Are there elements that make the highest impact?
- Is there any detrimental impact?
- Satisfaction versus impact
- What about the people who experience the highest impact

Stuff you can't measure!

