

# Case study – Next Steps Programme 19/20

- **Alison Gadd**
- **Graham School**
- **Second in Science**

## **What was the focus for your development/ Why did you want to take part in the programme?**

I had been unsuccessful at interview previously and was keen to develop myself. I lacked in confidence in terms of my ability and expressing myself in an interview. I needed the tools that the course was offering to help me to further my career.

## **What impact has the programme had on you?**

I have gained the confidence to apply for promotion, despite my 0.6 contract. The programme connected me with likeminded colleagues who have sought leadership roles for what we have to offer rather than what we have to gain. I used this new found confidence, and suggested ways of working from the programme, to be confident enough to deliver trust wide training; pushing me completely out of my comfort zone. This put me in a strong position to apply for second in science when the role came up. I was then able to use the interview practice, and guidance from colleagues on the programme, to be successful at interview and take on the role as part of a job share. I discussed the Next Steps Programme in my interview and I definitely believe that the programme played a huge part in my success.

## **What do you know now that you didn't know before you started the programme?**

I know that it is possible for me to talk about myself in a positive way without sounding arrogant, with the Situation, Task, Action, Result (STAR) method of answering questions, you aren't saying how good you are, you are saying what you have achieved and this isn't boasting, it is based on facts.

I also have much better ideas about how to build a team and understand the different ways that colleagues approach their work. This will continue to help me as I begin work in my new role.

## **What are your next steps?**

I am looking forward to the challenges that my new role has to offer and putting into practice my new skills and ideas. I am keen to build other colleagues up in the process allowing me to pay forward the way that I have been built up by this programme.

## **How has EborHope TSA supported you in the programme?**

All of the staff are fantastic. The leadership and all of the guest speakers created an environment, from session 1, where I felt comfortable to open up about the challenges that I have faced. This environment would not be possible without the amazing staff.

The way that the programme evolved due to the lockdown worked very well. Switching to Zoom and the use of breakout rooms allowed the course to be completed very successfully.

## **In a sentence, what's the biggest piece of learning/insight you've had from the programme that you'd like to share with others (SLT/colleagues, friends, male colleagues, female colleagues etc)?**

In an interview, overthinking gets you nowhere, just talk about what you have done and the positive outcomes and then you don't need to worry about sounding arrogant.