

# Global Majority 90 Day Leadership Challenge

## Presenter Bios



### **Andrea Lewis**

#### **Regional Chief Nursing Officer**

#### **NHS England- South East**

Since leaving the Queen Alexandra's Royal Army Nursing Corps (QARANC) as a Full Colonel in June 2017, Andrea Lewis RRC has had a career within the NHS. She was Chief Nurse at Ashford and St Peters NHS Foundation Trust and has (since beginning of August 2023), taken up her new appointment as Regional Chief Nurse South East England, NHS England.

Andrea joined the QARANC in January 1994 as a newly qualified Nurse and Private Soldier. She then commissioned in Oct 1996 and during her Army career has undertaken various Clinical and Command and Staff roles. She has deployed with Field Hospitals to Bosnia, Iraq and latterly was Commanding Officer of the UK Military Hospital in Camp Bastion, Afghanistan as Commanding Officer of 22 Field Hospital. It was from her tour in Afghanistan that she was awarded the Royal Red Cross for inspirational leadership.

Andrea now lives in Camberley and is married to Russell Lewis MC (Parachute Regiment). Russell is an Ex-Regular Officer and now a Reservist who is currently Chief of Staff for an NHS Trust. She has a 14 year old daughter Sophie who attends Farnborough Hill School for Girls. Andrea has a BSc in Infection Control and MSc in Healthcare Management and Policy and completed the NHS Leadership Academy Director's Programme on leaving the Army.

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## **Dr Fortune Mhlanga:**

**Deputy Head of Nursing and Quality, Oxford Health NHS FT & SE Regional Fellow for CNO, CMidO Strategic Advisory Group.**

Fortune Mhlanga is a Deputy Head of Nursing and Quality at Oxford Health NHS Foundation Trust. She is a Mental Health Nurse and a Professional Nurse Advocate. Her previous roles include Lecturer and Senior Lecturer in Mental Health Nursing and Quality and Governance Lead. She is currently the Regional Lead for the CNO, CMidO Strategic Advisory Group for the South-East of England.

Fortune has completed a doctoral research study focusing on the implementation of Recovery-Oriented Practice in Mental Health Services and is a Fellow of the Higher Education Academy

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### **Roger Kline OBE FRSA is Research Fellow at Middlesex University Business School**

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Roger authored several reports on race equality in the NHS including “*The Snowy White Peaks of the NHS*” (2014) and *Fair to Refer* (GMC 2019) with Dr Doyin Atewologun on disproportionality in GMC referrals. He designed the NHS Workforce Race Equality Standard (WRES) and was joint national director of the WRES team 2015-17.

Roger was co-author of *Being Fair* (2019) on disciplinary action in the context of patient safety and human factors and co-author with Prof Duncan Lewis of *The Price of Fear* (2018) – the authoritative estimate of the financial cost of bullying in the NHS.

Roger was author of *No More Tick Boxes* (September 2021) a review of the research evidence on fair recruitment and career progression.

Roger was co-author of *Difference Matters* (National Guardian Office 2021) on raising concerns and BME staff and co-author of the recent report *Too Hot to Handle* (2024) on lessons for the NHS from recent Tribunal cases on race discrimination.

Roger was voted as one of the top 30 Most Influential UK HR thinkers by HR Magazine in 2021 and again in 2022.

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**Elizabeth Carter, BA(Hons), MBA**

**Transformation Lead**

**NHS England**

Elizabeth Carter is a change specialist with many years experience working in the NHS and independently for global organisations, including being CEO of an international charity. Her early career was as a Royal Air Force officer where she developed her passion for leadership development and specifically women in leadership. In her NHS career she has worked in quality improvement and large-scale change, designing and delivering high impact development programmes for leaders.

Her interest in social movements thinking led her to study at the Kennedy School of Government, Harvard, under Marshall Ganz. She is a narrative coach and is currently using that as a motivational leadership tool in her work with the global majority, with internationally recruited nurses and with the participants of the sponsorship for the global majority programmes at NHSE.

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**Joan Saddler**

**Director of Partnerships and Equality**

**NHS Confederation**

She was formerly national director of patient and public affairs based within the patient and public engagement and experience division at the Department of Health and Social Care. Areas of responsibility included NHS and 3rd sector liaison, complaints, local involvement networks (LINKs) and transition to Healthwatch.

As a former primary care trust chair and mental health trust non-executive, Joan also brings a system wide governance lens to her work along with her experience as a chief executive within the community and voluntary sector. Joan was awarded an OBE for services to health and diversity in 2007. Her experience informs her role working with the chief executive of NHS England as co-chair of the national NHS Equality and Diversity Council.

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### **Jeanette Williams**

#### **Head of Staff Experience and Engagement Workforce, Training & Education Directorate, NHS England -South East.**

Jeanette is currently the Regional Head of Staff Experience, Engagement and EDI leading a group of subject matter experts in the Workforce training and Education directorate in NHSE. She started her career in nursing and has over 20 years' experience in Leadership, Workforce development, Organisational development, quality improvement and coaching. Her current work aligns to improving access, quality, and productivity to improve staff experience outcomes, through a focus on collaboration, leadership behaviours, EDI, culture, quality management and specific improvement capabilities.

She holds a Master's degree in Senior Leadership from Henley Business School. She is based in the Southeast region supporting System and Providers. She has worked in both acute and community services leading on the implementation of wellbeing and cultural strategies in addition to delivering and commissioning a range of specifically tailored improvement programmes. She believes that staff wellbeing is vital to compassionate culture and leadership which enables delivery of high-quality patient care. She is passionate about developing leaders by creating safe spaces for reflection and professional development supporting people to flourish at work.

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### **Martha Ugwu (RGN, RM, MSc Public Health, SE SAG Lead, PNA, FNF Alumni)**

Martha is one of the Southeast Lead for the Chief Nursing Officer & Chief Midwifery Officer Black Minority Ethnic Strategic Advisory Group and an accomplished Head of Infection Prevention and Control with a background in Nursing, Midwifery and Public Health. She is an anti-racism advocate, system leader, and clinical supervisor with a passion for spirituality, culture, and motivation.

As a global majority nurse of Nigerian ethnicity her parents hardly completed any formal education, but rather devoted their efforts to ensuring that Martha and her siblings achieved at least an undergraduate degree or professional qualification.

“Growing up in a tight-knit rural neighbourhood, everyone knew everyone and cared about each other closely. So, it was a shock to my system to arrive in the UK and find everyone generally keeping to themselves.”

Martha struggled with discrimination in her early career, despite having the required qualifications and years of overseas experience, she was often told to ‘go back home’. As she grew older Martha became aware of the role racial discrimination had in the onset of mental illness on her friends, children, and wider global majority community. It was in leading Black and Minority Ethnic networks that Martha started her Anti-Racism work. Allowing her to travel overseas once more to speak with and network amongst global minority healthcare professionals who were in the same positions as her in their early careers.

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### **Pieter Joubert – HLOW ICB AHP Strategic Workforce Lead**

Pieter is an Occupational Therapist with over 26 years' experience working across the NHS and Local Authorities. His first language is Afrikaans and he is 12th generation white African with French, Dutch, German and a bit of Scottish heritage. He achieved his first degree in Theology and Psychology at the University of the Free State. Then, feeling the need to make a practical impact on people's lives he obtained a second degree in Occupational Therapy in South Africa. Pieter moved to the UK in 1997. He is privileged to have had a rich career at the frontline of health and social care and to have had leadership opportunities at both organisational and system level. It is this richness in experience, the diverse and beautiful narrative of people that drives Pieter to ensure that people can benefit from the contribution of a multi-professional diverse workforce.

Email: [pieter.joubert@nhs.net](mailto:pieter.joubert@nhs.net)



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### Ninety Day Team - Facilitator Bios

#### **Arend Welmers**

Arend works with our clients to design and deliver a process that drives the rapid, measurable improvements that you require. With over thirty years of experience in performance coaching, Arend has dedicated his career to helping organisations accelerate their performance and achieve tangible results. A challenging, inspiring and highly regarded coach, facilitator and speaker, Arend has a reputation for designing and implementing interventions that challenge conventional practices and quickly generate value for client organisations. Recent assignments have seen him designing and leading major leadership development and business change strategies in Lisbon, Paris, Berlin, New York and London.

#### **Prof. Hilary Garrett CBE**

Hilary, CBE, PhD (Hon), MSc, BSc, RGN, RHV, PGCE is an experienced public sector senior leader, recently retired from Deputy Chief Nursing Officer for England post at NHS England. Hilary continues to hold a post as a Non-Executive Director for the NHS Cheshire and Merseyside Integrated Care Board. Hilary is a registered Nurse and Health Visitor with over 40 years' experience of working in clinical, public health and leadership roles in the NHS. She held several Director posts across both commissioning and provider environments in addition to holding a Deputy Chief Executive post for both. She led many local and national programmes of work focusing on improving quality, safety and the working lives of people in the health and care systems. Hilary is also an accredited senior Executive Coach and Mentor and is passionate about supporting people to realise and achieve their potential.

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### **Dr. Raj Patel MBE**

Dr Raj Patel was the Interim Medical Director of Primary Care for NHS England and NHS Improvement. He was previously Medical Director of NHS England for Lancashire and Greater Manchester as well as Director of Commissioning for Lancashire. He currently sits on the General Medical Council and the Doctors and Dentists Remuneration Body. A Fellow of the Royal College of General Practitioners, Raj was a GP in Greater Manchester for thirty years and has held senior clinical leadership positions in the NHS, locally, regionally and nationally since 1997 as well as a GP advisor role at the Department of Health. Raj has worked extensively with broadcast and print media in the past. He is a graduate of Manchester University Medical School and sat on the General Assembly of the university. Raj was awarded an MBE in The Queen's Birthday honours list 2019 for services to healthcare.

### **Joan Saddler OBE**

- Director of Partnerships and Equality, NHS Confederation
- OBE recipient for services to Health and Diversity
- Co-Chairs NHS Equality and Diversity Council with the Chief Executive of NHS England