

# STELLAR EXEC

*Different leaders shaping a Borderless world*



## A Transformative Cross-sector Leadership Development Experience.

StellarExec is an exciting 9-month global leadership development experience designed for leaders from racially diverse backgrounds, Sponsors, Allies, and key stakeholders.

This integrated learning experience provides **all** participants with the leadership insight, voice, and skills needed to tackle the complex challenges of inclusion in today's world.



# The Ambition

StellarExec's big ambition is to create a movement of “Borderless Leaders” equipped to transform the organisations they are part of, and beyond

Borderless Leadership is the fearless art of empowering self and others to create dynamic cultures where there are no artificial boundaries or walls between people, where everyone thrives because of their difference

# Why StellarExec

## The Now

Today's normalised narrative in organisations reflects a lack of representation, varied lived experience, and the limited voice of leaders from ethnically diverse backgrounds in top positions in organisations in the UK and worldwide.

Traditionally, the focus has been on 'fixing the minority' as a path to success in a majority culture. But the 'deficit' model has not delivered a transformational shift, and we now know that the world demands more.

For example, in the UK the Parker Review 2024 confirms that "*despite some progress, the current presence of ethnic minorities in senior management in the UK remains at only 12%,"* and highlights 'the need' for focused development and support for talented individuals from these backgrounds.

Yes... And

## The Future

Focusing solely on individual Racially Diverse Leaders (RDLs), does not change the system. To achieve real and sustainable impact, we need a catalytic path, one that brings RDLs and the majority together to lead and drive change and transform the system.

At the same time, given the unprecedented, volatile and challenging global environment, the voice and collective agency of RDLs is a non-negotiable to bring a different perspective to strategic issues and identify better solutions and outcomes. Therefore, it's crucial to expose diverse talent to:

- The opportunity to access and build relationships with influential decision-makers.
- Strategic conversations on the challenges and opportunities facing organisations in a rapidly changing and volatile world, including technology, AI, climate change, migration, and conflicts.

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# Aims and objectives

## Aim:

To create a movement of Borderless Leaders, equipped and empowered to lead transformational change in their organisations and beyond and respond to the global issues of today.

## Objectives:

The StellarExec journey will enable participants to:

- Re-imagine their leadership, identity, purpose and values
- Lead more effectively and inclusively, delivering real outcomes
- Grow their leadership by responding to the issues that matter in the world today
- Collaborate and partner across the borders of difference to create a more inclusive working world.



**StellarExec is for Black, Asian, and other racially diverse leaders (RDLs)** at VP / Director / and SVP level, who aspire to progress into more senior leadership positions, to deepen their leadership impact, and to bring the voice of the global majority on the strategic issues facing their organisation and the world today.

**All RDLs are required to partner with an “Ally Leader”** (their Line Manager, Sponsor or other Senior Leader) who is committed to creating an even more inclusive culture in their organisation and beyond.

Together, Racially Diverse and Ally leaders will have the opportunity to share, stretch, and champion their inclusive leadership thinking and skills as part of an **integrated learning journey, providing a powerful catalyst for individual growth and organisational change.**





Benefits of StellarExec

## Engage your organisation

- **Catalyst for further organisational and culture change**, with a focus on Race, to support your ambition around diversity, equity and inclusion
- **Inclusive leaders** equipped with what's required to create the conditions for all talent to thrive because of their difference
- **Future proof your organization** by bringing the voice of the global majority to address key strategic challenges inside the organisation and beyond
- **Successful targeted intervention** to address under-representation of Black, Asian and Racially Diverse Leaders in senior management

## Benefits of StellarExec

# Level up your talent

- Greater inclusive leadership impact and legacy within your organisation and beyond (*over 90% take immediate actions to be more active ally and drive culture change*)
- Higher rates of progression, retention and performance among Black, Asian and racially diverse leaders (*over 40% promoted within 12 months*)
- Increased capability to authentically leverage diversity as a core strength
- Access to a powerful cross-sector network of Racially Diverse and Ally leaders



## **Our Offer Includes:**

- Two cornerstone residential events
- Seven one-day workshops
- Leadership diagnostics including Factor8 and the Borderless Leader Assessment
- Two individual Borderless Coaching sessions
- StellarExec Impact Groups and Change Challenges
- Four Race to Action Sessions with expert guest speakers in AI/Technology & Race, Climate Change, Responsible Leadership, Leading DEI change

## **Next Cohort:**

- Starts June 2025

# The Diversity Practice



**StellarExec is designed and delivered by The Diversity Practice**, an organisational and leadership development consultancy with 20+ years experience of working with public and private sector organisations to consistently shape and influence their critical thinking, understanding and application of the link between strategy, leadership, diversity & inclusion, organisational culture and performance.

Across **the public and private sector, we've built a strong reputation for high impact learning interventions that constructively challenge the traditional approach to diversity** and engage leaders from across the whole diversity spectrum in critical, candid conversations that result in sustainable change in their leadership and career advancement, and the development of high performing inclusive organisations.

# 61

Clients

Serving multiple sectors; financial & professional services, tech, higher education, healthcare & government

A network graphic consisting of numerous white dots connected by thin white lines, set against a dark blue background with a subtle bokeh effect of light blue dots.

# 7614

Factor 8 Users

Leveraging our proprietary Factor8 diverse leaders assessment tool

# 4500

Leadership Alumni

Leading to greater retention, higher performance ratings & 40% of participant promotions within 2 years

# The StellarExec Faculty includes:



## **Carol Campayne**

Manager Director of The Diversity Practice, creator of Borderless Coaching, architect of Different Women, Different Places, formerly Head of Equality Diversity & Inclusion for London Southbank University, and a Senior Lecturer in Strategy and Change Management



## **Anne-Marie Archard**

Formerly Director of the London NHS Leadership Academy, currently Leadership Development Facilitator and Coach



## **Jackee Holder**

Over 20 years' experience as a leadership coach and facilitator, working with directors, senior leaders, and board-level executives, around difference, diversity and inclusion, and challenging conversations.



## **Andrew Bidnell**

Formerly Head of Comms for NATS, currently Leadership Development Facilitator and Coach



## **Imtiyaz Foolat**

Formerly Senior Manager Strategy and Transformation for Aviva, currently Leadership Development Facilitator and Coach, and Board Member (for Inclusion) International Coaching Federation



## **Shiv Paul**

20 years of management consulting experience in Digital Transformation at McKinsey&Co and Adobe, and in Diversity & Inclusion work and Executive Coaching.

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## For further information

Contact: Paul Anthony

[paul@diversitypractice.com](mailto:paul@diversitypractice.com)

[www.diversitypractice.co.uk](http://www.diversitypractice.co.uk)

Tel: 020 8408 7172



The  
Diversity  
Practice