



Getting SMART: Securing A Public Appointment

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One Measure of Success...



“It’s a pleasure to be joining the board, but I’d prefer it if you called me David, rather than The BME Guy.”

The Challenges

- ✎ What are the challenges to achieving improvement in the diversity of representation in public appointments?*

The DIPA Approach



- ∞ Work at all the different levels of critical success points*
- ∞ Work in collaboration with a range of partners*
- ∞ Actively manage knowledge systems and networks*
- ∞ Provide a range of 'Real Time Assistance' and support services for individuals, appointing bodies and employers*

Key SMARTs

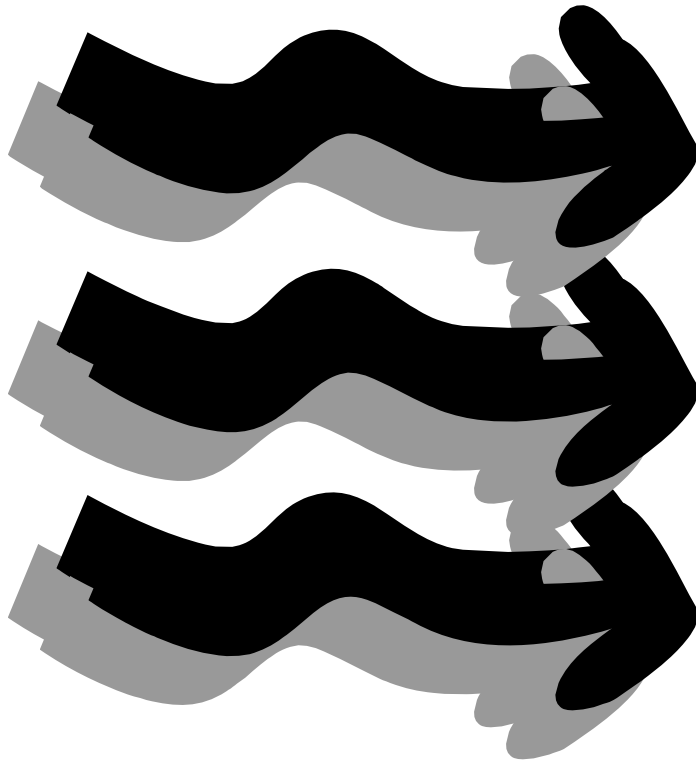
- ☞ SMARTly matching your *passion* and your *talents*
- ☞ SMART *networking*
- ☞ SMART *packaging* of your talent
- ☞ SMART appreciation of your *diverse leadership advantage*

Public Appointments In The UK



- ☞ *Definition of Public Appointments*
- ☞ *Types and Numbers of Public Appointments*
- ☞ *What's the Government's view on diversity in public appointments?*
- ☞ *What initiatives are in place and how effective are they?*

Entry Routes



LOCAL BODY

PROGRESSIVE

PUBLIC BODY

Taking Action

- *Self Assessment Exercise....*

Motivation for Public Life



- *Why do you want a public appointment?*
- *What's your passion?*
- *What can you contribute?*
- *How do you want to contribute?*
- *What do you want to get from it in return?*

What Else Should You Think About?



- *Time Considerations*
- *Remuneration Expectations*
- *How well do your skills & experience match what's required for a particular post?*
- *Readiness to Challenge*
- *Development Needs*

Packaging Your Talent



- *Talent **sources** – what counts and what's valued?*
- ***Types** of talents*
- ***Evidence** of talents – how much detail is needed for a public appointment?*
- *The **language** of talent – how to describe and present your talents*

Taking Action

- *Self Assessment Exercise....*

Transferable Skills



- *What transferable skills have you got?*
- *How will you evidence this?*
- *How can you most effectively present it?*

Taking SMART Action

*WHAT DO I
NEED TO DO
SMART-er?*

*WHAT ACTION DO I
NEED TO TAKE TO
MAKE IT HAPPEN?*

*WHAT'S MY
FIRST STEP?*

*WHAT RESOURCES
CAN I CALL ON
ALREADY?*

*WHAT DO I NEED
HELP WITH?*

Thinking SMART about Public Appointments



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Diversity and Inclusion in Public Appointments

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