

# Staff Story

Developing our nursing, midwifery & Allied  
Health colleagues

The RUH, where you matter



# Routes to Success Course

Kebalebile Galedibelwe  
Staff Nurse, Biologics Units





# Routes to Success

KEBALEBILE GALEDIBELWE

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‘You must be the change you  
wish to see in the world.’


Mahatma Gandhi

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*Thank you*



- RUH Board of Directors
- Routes to Success Facilitators
- Ward Managers and Teams



## KEY LEARNING FROM ROUTES TO SUCCESS

To know thyself- Authenticity.

Developing confidence self.

Directors' stories of their career  
journeys.

Making a positive impact.

Increased knowledge and  
understanding about the NHS.

# IMPACT ON THE ORGANISATION



EMPOWERED LEADERS



DELIVERING GOOD  
STANDARD CARE THAT MEETS  
CQC TARGETS



PROMOTING INCLUSIVITY  
AND DIVERSITY

# BENEFITS OF ROUTES TO SUCCESS TO STAFF

- New leadership roles
- Increased confidence in applying for leadership roles
- Increased self confidence
- Self awareness of authentic self
- Resilience
- Motivating and supporting into leadership roles



# Summary

- The impact of Routes To Success has added to ongoing diversity in leadership and will continue to optimise personalised care to our diversified clientele.



# Developing Aspirant Leadership Programme for Global Majority Nurses and Midwives

Ruel Donaire  
Senior Clinical Practice Facilitator



# THE IMPACT OF THE COURSE

- There are a lot of things that I learned all throughout the course. One is understanding the right leadership for me, discovering & exploring my strengths and weaknesses rather than comparing it with other leaders and enhancing that leadership style tailoring it to the need of my team. Lastly, is the growth of my confidence all throughout this course. As a global majority, I felt empowered and fully supported and I didn't even expect that progressing in my career in a span of 2 years is a possibility in a different country for which I am very thankful to the organisation, especially to Toni Lynch for believing in me and sponsoring me on this course and of course our Deputy Chief Nurses, Olivia Ratcliffe and Jason Lugg.
- My stretch assignment was the creation of a donation hub that helped our International nurses to increase the provision of basic needs upon arrival to the UK especially with coats, cutleries, hangers, plates, etc. Moving to a different country for work is a significant change for international nurses. With this, they were able to save money on buying winter clothes and cutleries. It gave them a sense of belonging and felt more supported and welcomed to the trust. Right now, I have expanded this Donation Hub to our workplace to cater all staff which will also help the organisation in providing additional support to staff and make a difference to the people we care for.