

Creating positive cultures and supporting individual aspirations



**Helen
Christodoulides -
Nurse Director
(Corporate)**

I have worked at Leeds Teaching Hospitals for the majority of my nursing career. I have held a variety of roles within nursing and quality improvement and been lucky enough to work in many different specialties with a wide range of staff across all professions.

I am extremely proud to be a nurse, working as part of a healthcare team and to work for an organisation that really is committed to providing high quality care for all our patients.

Throughout my career my passion for the work we do has never wavered and although at times, the work is difficult and the healthcare system is under immense pressure, I can honestly say that it is the support from colleagues working in highly effective teams that helps to keep me motivated and engaged, even on those difficult days.

I have been fortunate to lead and contribute to many different improvements in patient care in the organisation, on reflection, my success with this has been linked to authentic leadership skills and behaviours that have much more impact than my gender ever could: clinical credibility, visibility, honesty, active listening and delivering results that really do make a difference are some of the characteristics that matter most.

I have been actively encouraged and supported in lots of different ways both formally and informally by many colleagues over the years to develop my potential and achieve my career aspirations.

I am able to work with colleagues that I hugely admire, both front line staff and senior managers that I am constantly learning from.



Shelagh Turvill - Clinical Director Chapel Allerton

I have never felt that being female has been a deterrent to achieving success in my career, either in anaesthesia or more recently in medical management.

I have been very lucky to have had the opportunity to work either full or part time during my career to date; I have worked full time since my consultant post commenced in 2005. Prior to that, I benefited from flexible training, while caring for 3 young children.

I am also fortunate that The Leeds Teaching Hospitals Trust has provided me with several female role models, at both Executive and Board level.

Working for the NHS, and in particular for the The Leeds Teaching Hospitals Trust, I have never felt that my gender is a barrier to career progression or that being a woman has led to me being treated any differently from my male colleagues.



Clare Smith - Director of Operations

I have held a number of roles since joining the NHS in 2007, prior to then I worked in local council and the Armed Forces, as well having a few years living and studying abroad. My first position in the NHS was as a Unit Operational Manager in Scotland. I found the working culture of the Acute Sector in the NHS very different to previous roles and the pace and dynamic appealed to me. Right from the start of my working career in the NHS I have found that I have been supported in achieving my potential and that I have been actively encouraged to develop in my career and take on new opportunities as they arise.

I joined LTHT in January 2014 and I have been fortunate to work alongside and with some very strong role models both female and male. The culture of LTHT with the Leeds Way Values and the construct of the Board and Executive Team engenders equality and I am proud to work for the organisation.