

NIKI KALYVIDES

Monitoring and Evaluation Manager,
Level 5 Management Apprentice

The Modern Slavery Policy and Evidence Centre (Modern Slavery PEC) was formed in 2019 to enhance understanding of modern slavery and transform the effectiveness of law and policies designed to address it. Niki leads the monitoring and evaluation activities and reporting for the Centre. Niki previously worked for a refugee charity as an Impact Manager, where they started the apprenticeship programme.

LEVEL 5 WORK SUPPORTED THE PUBLICATION OF AN INDUSTRY LEADING STRATEGY

Niki's learnings on developing strategically during the apprenticeship directly fed into the Modern Slavery PEC's strategy on improving equality, diversity and inclusion. Now, the organisation has a very clear direction and accountability in this area. Since its publication, the strategy has attracted further attention within the sector, raising both the profile of the Centre and Niki who have attended conferences and created a podcast in its wake.

“ [It's] A reputation builder [...] We've been invited to talk at conferences and we've done a podcast on it [...] It was a lot from what we learnt on the course. ”

COMMITTING TO THE COURSE WAS A MAJOR CONTRIBUTION TO A PROMOTION AND PAY RISE

Niki's initial enthusiasm for doing the Level 5 at the refugee charity demonstrated their readiness for a more senior position and boosted their reputation in addition to the skills she later gained during the course. From the course, Niki was prompted to ask for 360 feedback. This led to more frank and honest conversations between Niki and her line manager – also contributing to their subsequent promotion at her previous charity, and a pay rise.

“ Maybe it did help my promotion because we reflected early on in the process what development I needed to demonstrate [...] The differences between her feedback and others in 360 process was helpful. ”

COURSE MENTORING PROVIDED GREATER CLARITY LEADING TO A BETTER TITLED ROLE

As a result of the quality mentoring Niki received on the course, she decided to apply for a new role at Modern Slavery PEC, which she was successful in. The new role offered more autonomy, in addition to providing a better culture fit for her.

“ The decision to leave [my previous role] and join this organisation and form good collaborative relationships with people is a direct result of my participation in the course. I don't think I'd have made the decision to leave [...] it drew on the materials of the course. ”

ABILITY TO DISTILL KNOWLEDGE, TOOLS & TECHNIQUES WITHIN AN ORGANISATION

The Level 5 apprenticeship enabled Niki to formalise and consolidate earlier knowledge, fill in gaps and receive exposure to practical tools and techniques - approaches that Niki uses frequently to work more effectively. Niki has distilled this knowledge within the organisation to help improve process and structure. Overall, Niki is more reflective about the way they work with others and open to the 'best' approach.

“ Some of the tools we learned I've really used [...] we use the PMI tool which is the plus minus interesting tool around setting criteria in team decisions and my own work approach. ”