



The single most important determinant of the success of any organisation is the quality of its leadership.”

Scottish Government’s Social Enterprise Strategy.

Being a senior leader gives you great opportunity to make a real difference in your organisation. You can help to shape your organisations’ impact and support individuals and teams to excel. However the role of a senior leader can also be complex with competing priorities and needs. This programme offers important space and time for you to reflect and think about what it means to be a senior leader.

It provides the opportunity to learn from and with other leaders to gain practical skills that you can apply in your role. The programme will support you to explore the priority areas for senior leaders with fellow peers and help you strengthen your own leadership to build stronger and more resilient organisations. The programme uses a mix of approaches including group-work, peer-coaching, action learning sets, guest speakers and self-reflection.



During this programme you will:

-  **Enhance your leadership skills to support your organisation to enhance its impact**
-  **Identify and build on your strengths, passion and values to deepen your leadership approach**
-  **Enhance your confidence, self-awareness and reflective practice as a leader**
-  **Build a community of supportive peers within the sector**

Programme Details

| Programme Module | Programme Dates |
|--|-----------------------|
| Module 1: Leading myself | 9 & 10 January 2020 |
| Module 2: Leading others | 20 & 21 February 2020 |
| Module 3: Leading my organisation | 26 & 27 March 2020 |
| Module 4: Leading in the sector | 30 April & 1 May 2020 |
| Masterclass 1: Collaborating and developing partnerships | 11 March 2020 |
| Masterclass 2: Leading and managing change | 24 April 2020 |
| Group self-learning | 3 April 2020 |
| Group self-learning | 28 May 2020 |



Building stronger organisations

Now, more than ever, the Third Sector requires creative and forward looking organisations led by collaborative and innovative leaders. This leadership programme is aimed at managers and leaders within third sector organisations with strategic and operational responsibilities. It is specifically aimed at those who are keen to understand how to develop their leadership and enhance the role they can play at a more senior level.

Delivered with an interactive approach, you will work with and learn from peers to explore a range of practical concepts and approaches. The programme focuses very much on the practice of leadership at a senior level, helping you to gain greater personal insight, different perspectives and awareness.

Spread over eight months, the programme relies on the group supporting each other to learn and develop. It consists of 8 facilitated learning days delivered in four modules. There are also two Master Classes to attend and two half days where the group will self-organise to practice action learning skills.

Key Outcomes

- Greater self-awareness and understanding of your impact
- Valuable insight from other Third Sector leaders sharing their experiences and good practice
- Confidence and clarity in your ability to meet the potential leadership challenges and opportunities
- Deepened confidence and competencies to lead and grow your organisation
- Increased understanding of your strengths and how best you can make a contribution.

Cost: This programme is funded by Scottish Government through Just Enterprise and places are available at the highly subsidised rate of £450 for 10 days

Venue: The Challenges Group, Montgomery Street Lane, Edinburgh

| Leading yourself | Leading others | Leading your organisation | Leading in the Sector |
|---|---|---|---|
| <p>9 & 10 January 2020</p> <ul style="list-style-type: none"> • What sort of leadership is required to lead today's organisations. • Identify key leadership skills • Identify your strengths and areas for development • Increase your self-awareness and understanding of yourself • Explore the systems and context in which you are operating and your impact | <p>20 & 21 February 2020</p> <ul style="list-style-type: none"> • Identify what it takes to create healthy and engaging workplaces • Motivation and Delegation – how to empower at a senior level • Gain confidence in different leadership styles • Explore team dynamics and how to lead and get the best from teams • Core leadership skills to lead others • Action Learning | <p>26 & 27 March 2020</p> <ul style="list-style-type: none"> • Developing a Bold and Brave mind-set to support senior leaders • Strengthen your coaching and non-directive approach to leadership • Explore how to engage in positive and courageous conversations • Identify how you contribute to developing a learning organisation through feedback. | <p>30 April & 1 May</p> <ul style="list-style-type: none"> • Explore strategic leadership and looking outwards • Build your confidence in influencing and working with stakeholders • Identify your organisations contribution and impact • Build on your bold and brave leadership • Plan and next steps |

Qualification

ILM Certificate in Leadership (SCQF Level9/QCF level 5)

The Social Enterprise Academy is an experienced ILM centre delivering qualifications and endorsed programmes. On completion of this programme you can register to complete the Certificate in Leadership. This is equivalent to degree level study and a progression route to the BA in Business and Enterprise at Edinburgh Napier University. This will incur an additional cost

More information

To book your place or for further information, please contact:

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