EXCELLING IN LEADERSHIP
A RESIDENTIAL PROGRAMME FOR CHIEF OFFICERS

- Strengthen your leadership resilience
- Recharge your thinking
- Learn from fellow Chief Executives
- Benefit from peer coaching and peer-led learning approach
- Raise your emotional intelligence
- Engage in a 360 degree reflection process

6 DAYS | BELFAST | SEPTEMBER 2018 – DECEMBER 2018

100% of previous delegates would recommend this programme
This is one of the most challenging periods in the Third Sector's history. Funding cuts, political uncertainty, Brexit and the impact that this has all had on our ability to lead, places a significant responsibility on Third Sector leaders.

This unique programme offers you a safe and strategic space to explore how to manage the current and anticipated challenges as we step forward. Underpinned by the key principals of CO3’s Framework for Leadership Excellence, this intensive residential programme will explore leadership theories and how they can be applied to live issues through action learning and the adoption of new practices.

**PROGRAMME OVERVIEW**

### LEADING FROM WITHIN (FIRST RESIDENTIAL – LA MON HOTEL)

<table>
<thead>
<tr>
<th>Date</th>
<th>Session</th>
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<tbody>
<tr>
<td>13 SEPTEMBER 2018</td>
<td>Leading an organisation in a challenging and complex setting</td>
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<td></td>
<td>Exploring the challenges for Chief Executives</td>
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<td></td>
<td><strong>Leadership Pipeline</strong></td>
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<td>Charting the skills and key qualities required from Leaders</td>
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<td></td>
<td><strong>Evening Guest Speaker</strong></td>
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<td>‘My Leadership Pipeline Journey’</td>
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**14 SEPTEMBER 2018**

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<tr>
<th>Session</th>
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<tr>
<td>Leadership Strengths</td>
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<td>Profile your leadership style and consider your strengths and development areas</td>
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<tr>
<td><strong>International Guest Speaker</strong></td>
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<tr>
<td>‘Culture of Feedback in Third Sector Organisations’</td>
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### SELF-LED LEARNING

### LEADING OTHERS (CO3 OFFICES)

<table>
<thead>
<tr>
<th>Date</th>
<th>Session</th>
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<tbody>
<tr>
<td>11 OCTOBER 2018</td>
<td><strong>An Introduction to the 360° Feedback Process</strong></td>
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<td>Explore what you would like to learn about your own leadership style through the 360 degree feedback process</td>
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<td><strong>Key Feedback Skills</strong></td>
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<td>Develop your skills in powerful and challenging questioning</td>
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<td><strong>Coaching Skills</strong></td>
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<td>Explore the GROW and 5 Stage coaching models and apply them to structured peer to peer coaching</td>
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**PEER COACHING GROUPS MEET DURING NOVEMBER - DECEMBER**

### LEADING FOR OUTCOMES (SECOND RESIDENTIAL – LA MON HOTEL)

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<tr>
<th>Date</th>
<th>Session</th>
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<tr>
<td>8 NOVEMBER 2018</td>
<td><strong>Visionary Thinking</strong></td>
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<td>Set mission critical priorities and explore developing a high achieving senior team</td>
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<td><strong>Strategic Leadership</strong></td>
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<td>Gain insight into creating ‘systems success rather than individual or functional success’</td>
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<td></td>
<td><strong>Evening Guest Speaker</strong></td>
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<td></td>
<td>‘Managing Boards and External Stakeholders’</td>
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**9 NOVEMBER 2018**

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<th>Session</th>
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<tr>
<td><strong>Systems Thinking</strong></td>
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<td>Explore critical and time sensitive decision making</td>
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<tr>
<td><strong>Creating Constructive Group Dialogue</strong></td>
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<tr>
<td><strong>International Guest Speaker</strong></td>
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<td>‘What does Courageous Leadership mean to me?’</td>
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**PEER COACHING GROUPS MEET DURING DECEMBER - JANUARY**
PREVIOUS DELEGATE FEEDBACK

“It is valuable and important time for any leader and highly worthwhile. The tutor is excellent the course content is just right. For me the space and time to think and reflect is vital for anyone in a leadership role – in this sector we are often resource poor and as a result we spin too many plates and we rarely have the luxury to stop, reflect and make necessary changes – this course enabled me to do just that and it has helped enormously. You need to commit to using the learning and using the feedback to make changes once the course ends – the peer support groups and the training materials help you to do that.”

Kate Clifford
Director, Rural Community Network

LEADING FORWARDS (CO3 OFFICES)

7 DECEMBER 2018

Developing a Resilient Organisation
Assess the resilience of your organisation

Change Management
Explore models that can help lead people through transition and change

Review and Reflect Session
Discuss the ongoing commitments you could make and how they may support the sector going forward

YOUR KEY OUTCOMES

- Identify the benefits of partnership working and collaboration across the sector
- Develop effective leadership skills to become more resilient to current challenges
- Examine and apply leadership models to your own leadership style
- Gain insights from international perspectives and shared experience on global challenges
- Develop peer coaching skills and engage in peer coaching groups
- Recharge your thinking by having time and space to reflect
- Engage in a 360 degree reflection process and apply the learning gained to your development as a leader

PARTICIPANT FEEDBACK

88%
Feel better equipped to address the challenges / opportunities in their role

100%
Would recommend this programme

88%
Feel they have changed as a leader

75%
Feel that participation in the programme had an impact on their organisation
WHAT PROGRAMMES FOCUS ON

FOR REFLECTION
For creative, open-minded, visionary thinking
For turning ideas into actions

SAFETY
IN THE ROOM
For posing critical questions
For ensuring mutual respect

STRENGTHS
To share experience & knowledge
To stimulate change, development & growth
To reward insights

OUR APPROACH WILL ENCOURAGE YOU TO

- Learn from your actions and experiences
- Take time to reflect on, question and challenge assumptions you make
- Create mutual benefit from sharing your experiences in your group
- Learn from the support and questioning of your peers and colleagues
- Have the courage to try new ways of being and operating
- Review with peers and colleagues the new insights and lessons you learn

IN CONVERSATIONS WITH...

ANNE MARIE MCCLURE

Anne-Marie is the Chief Executive Officer at Start360 – she is celebrating the organisation’s silver anniversary this year and her own 25 years at the helm. Anne-Marie was CO3’s Inspiring Leader of the Year in 2015 and is now their Vice-Chair.

Start360 is a cutting-edge provider of support services to young people, adult offenders and families in the community - delivering 25 different services, across health, justice and employability, to people who need additional support, so they can make change in their lives and meet their potential.

Anne-Marie has shown decades of dedication and commitment – not just to Start360 but to the whole voluntary sector and to the people who use our services.

CLARE MCCARTY

Clare’s key objective is to provide high quality homes and services by developing and promoting the Clanmil Housing Group.

The Clanmil Housing Group is a leading provider of affordable housing in Northern Ireland. It currently owns and manages over 4,600 properties throughout Northern Ireland. Clanmil’s mission is ‘to provide great homes that strengthen communities with services that matter’.

Clare is a member of the Chartered Institute of Housing and the Royal Institution of Chartered Surveyors, and has chaired both (NI region).
PROGRAMME PARTNERSHIP

CO3 is working in partnership with Social Enterprise Academy. Delivering learning and development programmes for individuals and organisations working for social purpose, they share our values of excellence and sharing good practice for effective Third Sector leadership.

PROGRAMME FEE

We are able to offer this programme to you at £1350. CO3 have a limited number of bursary places available for this programme with priority being given to leaders of organisations with a turnover of less than £500,000. For further information on this please contact sarah@co3.bz.

VENUE INFORMATION

Both residential will be at La Mon Hotel.
La Mon
1 Gransha Road,
Comber,
Belfast,
BT23 5RF
www.lamon.co.uk

The workshops will take place at CO3 Offices
CO3,
34 Shaftsbury Square,
Belfast,
BT2 7DB
PREVIOUS PARTICIPANTS HAVE SAID...

“I am more confident in my delivery to my staff. I will take on board their feelings, think my actions through, be more prepared for meetings and delegate to staff more.”

“Feel the course has brought to the forefront my strengths and weaknesses and how to improve and manage them.”

“This programme has given me a “toolkit” to draw from and a new network of peers to reach out to for knowledge and support.”

“It has given me time to self-reflect and provided me with more clarity around the changes I need to make, and how to start doing that.”