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# EXCELLING IN LEADERSHIP

A residential programme for Chief Officers

**6 DAYS | OCTOBER 2019 – JANUARY 2020 | BELFAST**

- 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° reflection process



**100%** of previous delegates would recommend this programme

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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)	
8 October 2019	9 October 2019
<b>Leading an organisation in a challenging and complex setting</b> Exploring the challenges for Chief Executives <b>Leadership Pipeline</b> Charting the skills and key qualities required from Leaders <b>Evening Guest Speaker</b> 'My Leadership Pipeline Journey'	<b>Leadership Strengths</b> Profile your leadership style and consider your strengths and development areas
Self-led Learning	
Leading Others (CO3 Offices)	
6 November 2019	
<b>An Introduction to the 360° Feedback Process</b> Explore what you would like to learn about your own leadership style through the 360° feedback process <b>Key Feedback Skills</b> Develop your skills in powerful and challenging questioning <b>Coaching Skills</b> Explore the GROW and 5 Stage coaching models and apply them to structured peer to peer coaching	
Peer coaching groups meet during November - December	
Leading for outcomes (Second Residential - La Mon Hotel)	
10 December 2019	11 December 2019
<b>Visionary Thinking</b> Set mission critical priorities and explore developing a high achieving senior team <b>Strategic Leadership</b> Gain insight into creating systems success rather than individual or functional success' <b>Evening Guest Speaker</b> 'Managing Boards and External Stakeholders'	<b>Systems Thinking</b> Explore critical and time sensitive decision making Creating Constructive Group Dialogue <b>Reflections from an SEA International Hub</b> 'What does Courageous Leadership mean to me?'
Peer coaching groups meet during December - January	

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## 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)

22 January 2020

#### 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° reflection process and apply the learning gained to your development as a leader

## PARTICIPANT FEEDBACK



83% FEEL BETTER EQUIPPED TO ADDRESS THE CHALLENGES / OPPORTUNITIES IN THEIR ROLE



100% WOULD RECOMMEND THIS PROGRAMME



83% FEEL THEY HAVE CHANGED AS A LEADER



92% FEEL THAT PARTICIPATION IN THE PROGRAMME HAD AN IMPACT ON THEIR ORGANISATION

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## 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 CONVERSATION WITH

**Martin Flynn** has been the Chief Executive of Open College Network Northern Ireland (OCN NI) since June 2015. Prior to that he was the Acting Chief Executive for a period of 18 months. He took up the post during challenging circumstances and has made an outstanding contribution to the success of OCN NI during this short period.

Martin is Chairperson of the Northern Ireland Awarding Body Forum, which is made up of all the major awarding bodies offering qualifications in NI. The forum liaises with key stakeholders, including government departments, regulators and funding agencies to represent the interests of the qualifications sector.

Over the past 20 years OCN NI has developed economically relevant and learner engaging curricula, which have benefited the lives of over 370,000 students across Northern Ireland. OCN NI's qualifications cater for a variety of learner abilities, from improving levels of literacy/numeracy to upskilling people in employment and developing pathways to Higher Education



**Anne-Marie McClure** 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. She is a Health Visitor by profession, was the recipient of the Northern Ireland Adult Nurse of the Year Award in 2000 and was awarded the MBE in 2009.

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. Through her work on a range of boards, forums and networks, she has been involved for many years in shaping and informing the policy context at the highest levels.

Anne-Marie is married to Sam and together they have one son, Ben. She puts a lot of passion, energy and enthusiasm into everything she does... from walking her step-dog, Max, to enjoying live music.



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## PROGRAMME PARTNERSHIP

CO3 is working in partnership with the 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.

## VENUE INFORMATION

Both residentials will be at La Mon Hotel:

La Mon,  
1 Gransha Road,  
Castlereagh,  
Belfast,  
BT23 5RF  
[www.lamon.co.uk](http://www.lamon.co.uk)



The workshops will take place at the CO3 offices

## PROGRAMME COST

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](mailto:sarah@co3.bz)

## HOW TO BOOK

For more information, please contact:

**Sarah Boyd - CO3**

**028 9024 5356 | [sarah@co3.bz](mailto:sarah@co3.bz)**

**Louise Ross - Social Enterprise Academy**

**0131 243 2678**

**[louise@socialenterprise.academy](mailto:louise@socialenterprise.academy)**

**BOOK ONLINE**

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## 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.