



Lasting Leadership:

Succession, empowerment, equality

An action learning programme to develop sustainable leadership capacity.

There is no organisational sustainability without sustainable leadership.

The Lasting Difference team is inviting applications for our new **Lasting Leadership action learning programme**.

What is it?

The Lasting Leadership programme is a time-limited action learning programme developed by the Lasting Difference team at Wren & Greyhound. The programme will bring together representatives from non-profit organisations to explore the topic of sustainable leadership.

Purpose

We want to create time and space to help non-profit organisations explore and take action on sustainable leadership. The programme aims to support participants to:

- Develop relationships and gain support from likeminded leaders.
- Increase understanding of the challenges and principles of sustainable leadership.
- Increase understanding of the four capabilities of sustainable leadership.
- Generate new ideas and test approaches to support the development of sustainable leadership capacity in their organisations.
- Share knowledge and practice about the implementation of approaches to support the development of sustainable leadership.

Background

Sustainable leadership, like organisational sustainability, is challenging and complex. Our new *Lasting Leadership* guide (launching at The Gathering 2020 in February) has been developed in response to recurring themes emerging from our work and the Path to Impact report (ACOSVO and CO³, 2018), which shows that leadership sustainability is the number one challenge facing non-profit organisations and the sector.

The new guide identifies key leadership sustainability challenges and principles and introduces four interlinked capabilities that combine to support the development of sustainable leadership capacity in non-profit organisations:

- **Succession planning.** Developing capacity, contingency planning, and knowledge management processes.
- **Lateral leadership.** Developing leadership in every corner of your organisation. Devolved working, decision-making and involving people at every level.
- **Attracting the next generation of leaders.** Making organisations and the sector attractive for future leaders, whether young leaders or people new to the sector.
- **Leadership as an equality issue.** Proactively encouraging and supporting leadership equality and diversity.

What does the programme look like?

The Lasting Leadership programme will be a facilitated semi-structured action learning set. From May 2020 – March 2021 the core group will work together through six action-learning meetings, exploring and working on key aspects of sustainable leadership. We want to recruit **up to ten people** to contribute to the action learning programme, representing a broad range of non-profit organisations.

The programme will begin in May and then there will be five further sessions in June, September, November 2020 and January, March 2021. Each meeting will take place from 10am to 4pm and will be held in either Glasgow or Edinburgh (or other locations depending on group membership and agreement). Venues will be confirmed by March 2020 when programme participants have been confirmed.

The following dates have been scheduled:

- Wednesday 6th May 2020
- Wednesday 24th June 2020
- Wednesday 16th September 2020
- Wednesday 18th November 2020
- Wednesday 20th January 2021
- Wednesday 24th March 2021

Participants will identify their key areas of investigation and action for the programme during the first session. These will be explored alongside the four sustainable leadership capabilities identified in the Lasting Leadership guide. Between sessions, participants will test their ideas and approaches in their own organisations, then reflect on them in the group sessions.

Who is the programme for?

The programme is aimed at people who want to explore and develop sustainable leadership capacity in their organisation. We are particularly keen to involve people addressing equalities (including feminist organisations), those at Deputy CEO/Director level and emerging leaders. But it will be suitable for anyone interested in planning for succession, developing leadership capacity across organisations, supporting the emergence of new leaders or promoting leadership equality and diversity.

How much does it cost?

The full programme fee is £200+VAT (£240) per participant. This covers programme materials, a copy of the Lasting Leadership guide and lunch and refreshments.

Organisations participating in the programme will also be able to apply for our Lasting Difference® symbol award at no extra cost (usually £75-£195).

Interested?

If you are interested in joining us on this exciting action learning programme please contact Jen Curran at jennifer@wrenandgreyhound.co.uk with a short statement about what you would like to work on and achieve by taking part in the programme.

If you would like to know more, call Jen on 07712 660 996

Closing date: 14 February 2020.

We look forward to hearing from you!