



**THE LASTING  
DIFFERENCE**

Sustaining nonprofit organisations, leaders & impact



# **ACTION LEARNING YOUR INVITATION 2023**

“Taking time out sometimes feels like the last thing you can afford to do when you’re spinning so many plates.

But can you afford not to?

The power of the programme helps to refresh depleted energy levels and gain perspective.” *Previous participant*



## Lasting Difference: Capacity, capability and change.

Two special new action learning programmes for developing sustainable capacity within charities and the wider systems they are part of.

Organisational sustainability: Capacity, capabilities and change




May – Nov 2023

System capacity, leadership and change: Shine a Light

Oct 23 – March 2024

### What are the Lasting Difference action learning programmes?

These are special six-month leadership and organisational development opportunities. Developed by [the Lasting Difference team](#), the programmes offer participants protected time and space to:

-  Increase understanding of sustainable organisations or systems – and the capabilities involved in leading or changing them.
-  Take action on key challenges, test new approaches and generate insights.
-  Develop relationships and gain support from like-minded leaders, sharing knowledge and practice in a safe environment.

Friendly, facilitated and flexible, the programme provides a clear structure with space for exploration of the things that matter most to you and your charity.

### Fees



£1440+Vat (£1560), with reduced rates for:

- ☐ [Lasting Difference Symbol](#) holders and their members: £1000+Vat (£1200)
- ☐ Newsletter subscribers: £1200+Vat (£1440)
- ☐ Members of Acosvo, CCPS, Environment LINK: £1200+Vat (£1440)

We are inviting applications for our next action learning programmes.

### Who can apply

The programmes are aimed at people who are:

-  Familiar with our free resources and keen to take things to the next level
-  Ready to *take action* to improve the sustainability of their organisations or the wider systems they are part of.

Participants are usually CEOs, managers, project coordinators and trustees, but the programmes are open to anyone ready to lead change.

### What you get

Six full-day group sessions (meeting in Stirling)

Bookable monthly 1:1s with programme facilitator Graeme Reekie

A day's tailored consultancy for you, your team, your board or partnership

Access to two Lasting Difference e-learning modules

A copy of Making a Lasting Difference, the bestselling full-length book

The usual support and surprises you'd expect from us!

**A maximum 10 places are available on each programme.**

“This has been transformational for us.

By helping to break the cycle  
and take time out to plan  
and get all the steps to success marked out,  
we are now seeing the fruits of our labour.

In terms of income generation it is a very exciting time with lots of opportunities ahead.” *Previous participant*





## Background

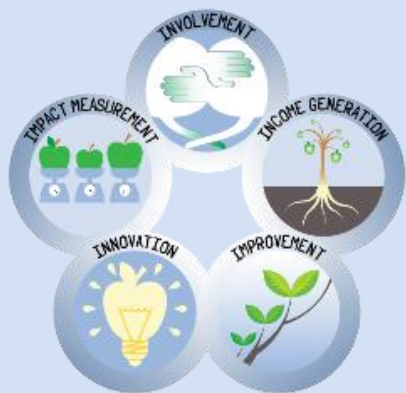
Previously only available to closed groups (e.g. sponsored by a funder for the groups they support), this is the first time this programme has been offered on an open application basis.

Here's what people say about previous programmes.

'I feel more focused, proactive and decisive about what we're doing.'

'Invaluable. It can be lonely running an organisation and not always appropriate to share challenges with colleagues. So to develop a peer group with similar interests and shared values is crucial.'

'Helped me to focus on the long-term planning not just the day-to-day running.'








## ORGANISATIONAL SUSTAINABILITY: Capacity, capabilities and change

May – November 2023

[Apply now](#)

Sustainability is the number one concern for charities and their funders. [The Lasting Difference toolkit](#) has been trusted by thousands of non-profits around the world since 2016 to address this. Offering plentiful ideas and practical tools, it provides a straightforward framework for the programme, helping you to develop the Five Capabilities of sustainable organisations:

-  Involvement
-  Income generation
-  Innovation

-  Improvement
-  Impact measurement

### What the programme looks and feels like

A small core group of experienced people work together over six supportive sessions, sharing challenges and ideas for sustaining or scaling their organisations – and impact. Long-term sustainability becomes less daunting, and long-term connections are made, with a team of committed allies.

### When it takes place

The following dates are scheduled for in-person sessions in Stirling: please pencil them into your diary when you apply.

25<sup>th</sup> May  
22<sup>nd</sup> June  
31<sup>st</sup> August

28<sup>th</sup> September  
26<sup>th</sup> October  
23<sup>rd</sup> November

### How to take part

If you'd like to join us on this exciting programme, just email Graeme Reekie [graeme@thelastingdifference.com](mailto:graeme@thelastingdifference.com) with a short statement about what you would like to work on and achieve by taking part. Or call Graeme for a chat on 01506 23 95 95.

“We will now be able to review our practices and priorities,  
consolidating our message,  
moving forward with the skills and confidence  
to take our business to the next level.”

*Previous participant*



## SYSTEM CAPACITY, LEADERSHIP AND CHANGE:

### Shine a Light

Oct 23 – March 2024

[Apply now](#)

The systems you are part of are unsustainable. Working beyond safe or reasonable capacity, change is needed. But your role relates to just one part of the system, so how do you lead the way? You shine a light, with our new programme supporting system capacity and leadership.

#### What the programme looks and feels like

This programme is all about understanding yourself as part of a wider system – then taking action by carrying out a project or intervention using the five behaviours of system leaders:

-  Clarifying system purpose
-  Curiosity
-  Convening
-  Challenging
-  Championing voices for change

The group provides participants with a safe, permissive space to develop ideas about system capacity – and test them out in reality. With a practical focus, it provides protected time to explore the things individuals, organisations and partnerships can do about system change. Your action or inaction already shapes the system – you might as well get good at it.

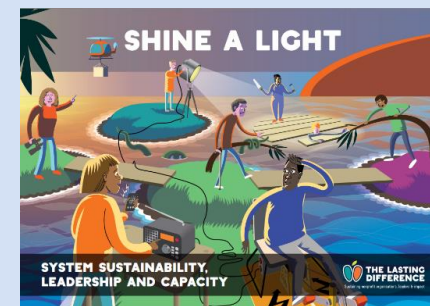
#### When it takes place

Please pencil these dates into your diary when you apply. They will be in-person in Stirling.

14 <sup>th</sup> September	18 <sup>th</sup> January
12 <sup>th</sup> October	15 <sup>th</sup> February
16 <sup>th</sup> November	14 <sup>th</sup> March

#### How to take part

Just email Graeme Reekie [graeme@thelastingdifference.com](mailto:graeme@thelastingdifference.com) with a short statement about what you would like to work on and achieve by taking part. Or call Graeme on 01506 23 95 95.



#### Background

This programme is based on [our practical guide](#) for people interested in going beyond system *thinking* to system *doing*.

It's perfect for membership and intermediary organisations, policy influencers and funders.

But it will benefit anyone who understands they are part of (and affected by) something bigger than themselves – and wants to do something about it.

“A most impactful resource for organisations. It has helped me to clarify my thinking and refocus my time and energy.”

“As ever – simple but profound and useful.”



## More learning from past participants

'The peer support – respect, friendly attitudes, practical ideas and thoughtful insights have made this programme really special...We will undoubtedly be using a great amount of the content to help shape our Fundraising Strategy.'

'A safe environment to share. Great knowledge and leadership within the group and a willingness to make connections and offer practical support as well as ideas.'

'The programme has influenced more operational change than expected...Strategically, we have progressed our initial aims, and the outcomes and impact will begin to show in the coming months and years.'

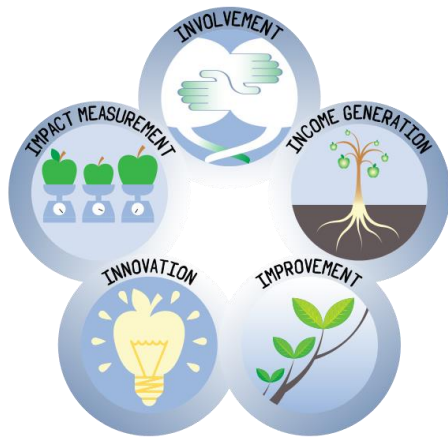
'I initially wasn't sure that I could afford time every month away from the business, but it has been an invaluable experience and time well spent.'

'(I am) Being more confident in setting limits on what we do now. Yes, we can deliver, but at what cost? Putting boundaries around that strengthens our offer and gives us confidence. We'll have a quality offer, a quality product. We know what we are good at.'

'I'm not alone now, we're all sharing these pitfalls and rollercoasters. It's a trusted, open environment where people can be themselves.'

'Taking the opportunity to step back and reflect has been powerful. It's given me a place to be vulnerable. You don't get that elsewhere.'

'I've found this space valuable for validating – and challenging – what I think, something I don't seek out in other ways.'



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