

LASTING LEADERSHIP



Lasting Leadership:

Succession, empowerment, equality

An action learning programme to develop sustainable leadership capacity. May-Nov 2021.

There is no organisational sustainability without sustainable leadership.

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

What is it?

The Lasting Leadership action learning programme is a time-limited programme developed by [the Lasting Difference team](#). The programme brings together representatives from non-profit organisations, with protected time and space to explore and take action on sustainable leadership. It supports participants to:

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

"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, gain perspective – and gives others the opportunity to step up!" (Programme participant)

Background

Sustainable leadership, like organisational sustainability, is challenging and complex. Our [Lasting Leadership](#) guide identifies key leadership sustainability challenges and principles. It introduces four interlinked capabilities that combine to support 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 building leadership capacity 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 programme will be a facilitated semi-structured action learning set. From May – November 2021 the core group will work together through six supportive sessions, exploring and working on key aspects of sustainable leadership.

Each session will take place from 10am to 1pm and will be held online in our Big Blue Button platform on Moodle. The following session dates have been scheduled: please pencil them into your diary when you apply!

- Wednesday 26th May 2021
- Wednesday 23rd June 2021
- Wednesday 18th August 2021
- Wednesday 22nd September 2021
- Wednesday 27th October 2021
- Wednesday 24th November 2021



Participants will identify their key areas of investigation and action for the programme during the session one. These will be explored alongside the four sustainable leadership capabilities in the Lasting Leadership guide. Between sessions, you will test your ideas and approaches in your own organisation, then reflect on them in the group sessions. An online Lasting Leadership Action Learning Team will be used to share practice, ideas and resources between sessions.

Who is the programme for?

We are inviting applications for **up to twelve people** to join to the programme.



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, 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.

What current participants are saying...

Our first Lasting Leadership action learning programme began during 2020 and concludes at the end of March 2021. Here's what participants say:



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.

This group has given me a focus, I'm more intentional about managing knowledge and succession planning.

The lightbulb moment for me was where the group asked how I was doing: no-one else had done that. I'm not alone now, we're all sharing these pitfalls and rollercoasters. It's a trusted, open environment where people can be themselves.

I'm learning how I can support people to help themselves and sharing the load a lot more. The whole team are now invested. I've found this space valuable for validating – and challenging - what I think, something I don't seek out in other ways.

How much does it cost?

The full programme fee is £300+VAT (£360) per participant. This covers six facilitated online sessions, a copy of the Lasting Leadership guide, programme materials, with additional practice sharing and support between sessions. We are also offering two special discounted rates:

- For our newsletter subscribers: £250+VAT (£300)
- For [Lasting Difference Symbol](#) holders: £200+VAT (£240)

Interested?

If you'd like to join us on this exciting 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. Or for more information, call Jen on 07712 660 996.

Closing date for expressions of interest: Monday 5th April 2021.

We look forward to hearing from you!