

# LASTING LEADERSHIP



## Lasting Leadership:

**Succession, empowerment, equality**

An action learning programme to develop sustainable leadership capacity. Sept 22 – Mar 23.

*There is no organisational sustainability without sustainable leadership.*

We are inviting applications for our next **Lasting Leadership** action learning programme.



The programme is aimed at people who want to explore and develop sustainable leadership capacity in their organisation. Previous participants have included CEOs, senior managers, project or team leads. But it is suitable for anyone interested in planning for succession, developing leadership capacity across their organisation, sustaining energy, focus and wellbeing, or promoting leadership equality and diversity. 12 places are available.

### What is the Lasting Leadership action learning programme?

It is a six-month leadership development programme developed by [the Lasting Difference team](#). The programme offers participants protected time and space 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!" (Previous programme participant)*

### What does the programme look like?

The programme will be a facilitated semi-structured action learning set. From September 2022 to March 2023 the core group will work together through six supportive sessions, exploring and working on key aspects of sustainable leadership.

Sessions will take place online (Zoom) from 9:30am to 12:30pm. The following session dates have been scheduled: please pencil them into your diary when you apply!

- Thursday 29<sup>th</sup> September 2022
- Thursday 3<sup>rd</sup> November 2022
- Thursday 1<sup>st</sup> December 2022
- Thursday 12<sup>th</sup> January 2023
- Thursday 9<sup>th</sup> February 2023
- Thursday 23<sup>rd</sup> March 2023

The programme will take an enabling, strengths-based approach. Participants will identify their own goals, key areas for investigation and action, working towards these with peer support over the six sessions. You will test out ideas and approaches in your own organisation throughout the programme, and there will be a time-limited project period between sessions five and six. Between session support will also be available via an online Lasting Leadership Team, where practice, ideas and resources will be shared.



## Background

Sustainable leadership, like organisational sustainability, is challenging and complex. Our [Lasting Leadership](#) Guides provide ideas, approaches and practical tips to support the development of sustainable leadership capacity. Each guide begins by exploring the common sustainable leadership paradoxes and then focuses on one of the four Lasting Leadership capabilities:

- Lateral leadership.** Developing leadership in every corner of your organisation. Devolved working, decision-making and building leadership capacity at every level.
- Succession planning and knowledge management.** Developing capacity, contingency planning and knowledge management processes.
- Sustaining energy, focus and self-care.** Looking after ourselves and others so we can do our best work.
- Equalities.** Proactively encouraging and supporting leadership equality and diversity.



## What do people say about the programme?

We ran two Lasting Leadership action learning programmes in 2020 and 2021. Here's what previous participants have said about taking part:

*'I've been surprised at how often I've referenced the conversations and learning from these sessions in other contexts. So many relevant ideas!'*

*'It's been great to have people in this group as sounding boards. So helpful to hear from other parts of the sector – it has got me out of my echo chamber.'*

*'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.'*

*"Massively enjoyed learning together. It has been brilliant for my confidence."*

## How much does it cost?

The full programme fee is £400+VAT (£480) per participant. This covers six facilitated online sessions and programme materials, with additional practice sharing and support between sessions. We are also offering two special discounted rates:

- **For our newsletter subscribers:** £350+VAT (£420)
- **For [Lasting Difference Symbol](#) holders:** £300+VAT (£360)

## Interested?

If you'd like to join us on this exciting programme, please email Jen Curran [jen@thelastingdifference.com](mailto:jen@thelastingdifference.com) 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 22<sup>nd</sup> August**

We look forward to hearing from you!