

Reaching People



*Commitment to
Lasting Change*



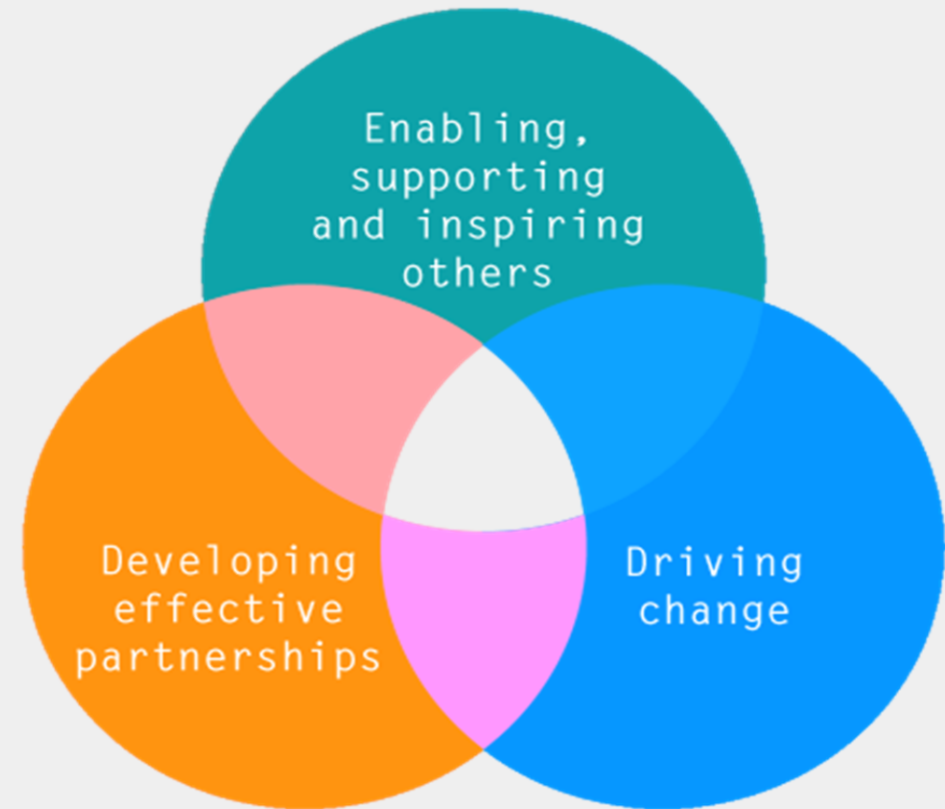
Leading
Leicester &
Leicestershire

Leading In Leicester and Leicestershire

Research highlighted the following priorities to help build leadership capacity across the whole VCSEs

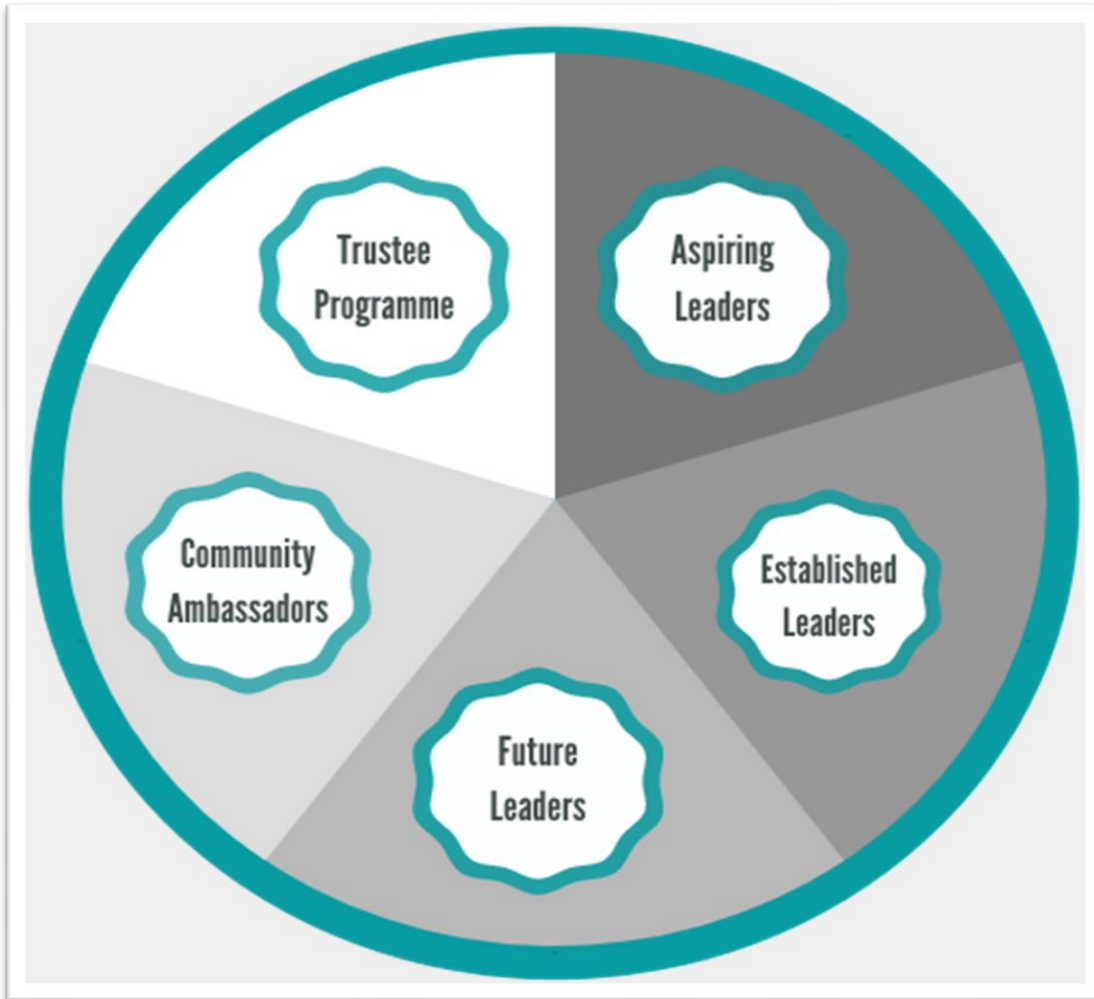
- future proofing the sector
- leadership succession planning
- creating a more collegiate and trusting environment, with joined up vision
- protecting the workforce in a demanding work environment
- investing in staff progression for their own benefit and that of the wider sector
- listening to stakeholders to ensure that services adapt appropriately to the wider context and particular needs of the area.

Our programmes will have an emphasis on the 3 elements identified locally through our research which now form our framework for each programme

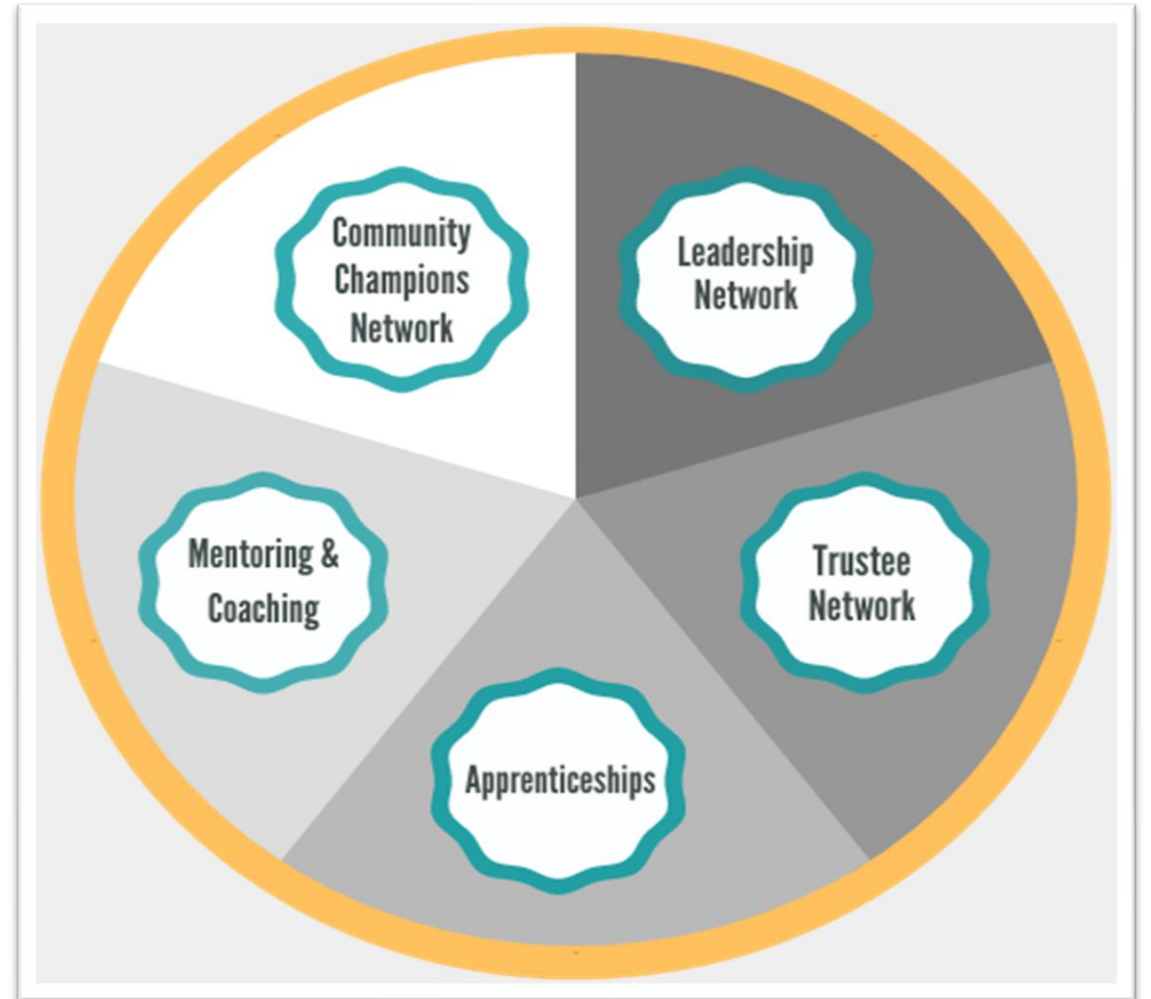


How we will deliver this Project

We will run five programmes aimed at varying levels of experience to ensure we capture the needs from grassroots to CEOs and trustees. This project aims to help support across the spectrum



The programmes will be complimented with various elements to ensure we are providing a leadership infrastructure beyond just doing the training programmes



Training and Development Programme

Programme	Who/How	Status
Community Ambassadors (CA)	4-6 weeks programme – Soft skills/Self awareness/Leading self New to the Sector Grassroots/ varying ages & experience Kickstart, show investment in people to help retain within the sector	In Design
Aspiring Leaders (AL)	8 sessions over 16 weeks – Leading self and others Familiar with sector, paid or unpaid roles Working/supporting within the community, Small scale projects and some responsibility in coordinating people	Active – Oct 2020, Jan 2021, April 2021, Sept 2021
Future Community Leaders (FL)	8 Session programme, Leading Self and others Managing projects and people, want to take on more responsibility or to step up, managing change Profile assessment with 121 coaching session, Community speaker/ one-off speakers Job shadowing (Established Leaders or future roles) Career roadmap – coaching/mentoring (cost)	In Design
Established Leaders/ CEOs	In Leadership role +6yrs – Leading an Organisation Driving Change for self and sector, leading in turbulent times VUCA - volatility, uncertainty, complexity, and ambiguity Knowledge sharing, Problem Solving, Engaging workshops and speakers Job shadowing Give back - Mentors, peer to peer support	Active -JH Leadership group, open up to non-members once a month
Trustees	New and Established Board/Trustees - Leading an Organisation We are focusing less on Governance but more about Leadership Behaviours, Organizational Culture and Change management and supporting organisations through workshops which are complimented with bespoke programmes which deal with their unique organizational challenges	In Design
Networks	Community Champions CA/AL, Leadership FL/CEO Monthly, Trustees, Trainers	
Mentorship/ Coaching	Provided with some programmes but potential mentorship programme to be launched once all the above Active	