

Non-Profit Leadership Programme (Aug-Nov)

“Growing leadership for the future success of New Zealand non-profit organisations”

Capability Group (CGL) is driven by the principle that change is inevitable and adaptiveness is fundamental to individual, team, and organisational success and sustainability no matter the sector or industry. Supporting non-profit organisations to address change is a key area of focus for CGL. We have interviewed more than 30 leaders (CEOs, Directors, and Managers) across the New Zealand non-profit sector to discuss the challenges faced by their organisations and the wider sector, the ways in which organisations are dealing with these challenges and the type of leaders needed to drive the change. **Based on our research and in order to support the non-profit sector CGL has designed a Leadership Programme specifically for the non-profit sector.**

Programme Overview

The programme runs over a 4-month period dealing with five practical and relevant topics. The overall objective of the programme is to provide people leaders with the skills and knowledge to engage others and deliver on organisation results and outcomes. The leadership programme aims to grow leaders that know themselves, and how to drive and sustain organisational cultures of change.

The 4-6-week time period between each face to face workshop allows participants to implement some of the key learnings in their workplace with the support of their manager. There is also an expectation that participants will meet with fellow participants between the workshops to reflect on their learning and coach each other on implementing new skills and tools.

An ongoing online and face-to-face community of support will allow participants to continue their leadership development in a safe and open environment. This approach will build a community of leaders while transforming the learning process in the non-profit sector toward one of collective growth through connectivity and collaboration between leaders across a variety of organisations.

Participants will benefit from this programme, if....

- They hold people leadership roles (manager/team leader) in a non-profit organisation
- They are open to building new skills and ways of working with their staff
- They have the support of the CEO/Board of the non-profit

On completion of the programme participants will be able to

- Define their role as a leader and the difference they can make now and in the future
- Provide a clear link between their development and the goals of their organisation and value to their stakeholders
- Plan for their continuing development as a leader
- Build effective working relationships with diverse individuals and groups
- Motivate, delegate and coach to drive improved performance
- Challenge current thinking and be equipped to drive internal change on everything from governance to management to how the organisation is structured
- Create a stakeholder focussed team culture
- Establish strong collaborative relationships with peers from non-profit organisations across New Zealand
- Influence stakeholders to gain the support needed to deliver organisation initiatives
- Connect with leaders in the business sector of both large corporations and SMEs
- Understand theoretical models and the practical application of these models

Programme Impact on Individuals | Organisations | and Non-Profit Sector

Impact on individuals

- **Develop:** strategic, influential, and adaptable leaders that can drive change
- **Increase:** self-awareness, emotional intelligence, resilience, professionalism, and business acumen (all of which will increase confidence and motivation to succeed)

Impact on the non-profit sector

- **Increase:** staff engagement and commitment to the organisation
- **Reduce:** turnover
- **Develop:** capability of the talent pool across the sector and explore opportunities for collaboration
- Increase: cross organisation learning and trust
- Reduce: silos that often exist across the sector

Impact on organisations

- **Reduce:** time spent learning how to lead on the job
- **Develop:** capacity to deliver on goals faster and more effectively

Workshop Dates | Time | Venue | Facilitator | \$

| Workshops | Dates | Overview |
|-------------|------------------------------------|-------------------------------------|
| Workshop 1. | Wednesday 2 nd August | Facilitator: Annie Whitley |
| Workshop 2. | Thursday 7 th September | Cost: 1,950 pp + GST |
| Workshop 3. | Thursday 5 th October | Venue: Grey Lyn Community Centre |
| Workshop 4. | Thursday 2 nd November | Times: 12.45pm and finish at 4.45pm |
| Workshop 5. | Thursday 30 th November | |



Annie Whitley

Annie has worked in tertiary education, financial services, media and consulting for more than 23 years, with a focus on adult learning and leadership in NZ and the UK. Annie delivers our Leadership Development offering and feeds into the design of programmes through her passion for researching and learning.

Module Structure

Each module has **three distinct phases** which encourages application of learning and involvement of the participants one-up manager to support new learning.

| Prepare (2 weeks) | | Explore (5 hrs) | | Apply (4 weeks) | |
|--|---|---|---|---|--|
| <ul style="list-style-type: none"> ▪ Developing required knowledge and completing activities for Explore session | | <ul style="list-style-type: none"> ▪ Extending knowledge, experimenting, experiencing and evaluating options | | <ul style="list-style-type: none"> ▪ Applying tools, techniques, & approaches on the job. Peer coaching in Learning syndicates | |
| Day 1: The Mindful Leader | Day 2: The Visionary Leader | Day 3: The Engaging Leader | Day 4: The Change Leader | Day 5: The Influential Leader | |
| <ul style="list-style-type: none"> ○ Identify the key skills, behaviours and attitudes to becoming a high-performance leader in a Non-Profit ○ Explore how mindset impacts behaviour and ways to identify their own mindset and its impact on their leadership ○ Set challenging personal learning goals and objectives as a leader, along with overcoming potential barriers to achieving them | <ul style="list-style-type: none"> ○ Explore how vision, value and beliefs drive personal and team behaviour, impacting your organization culture ○ Identify what is required to truly engage and inspire teams towards a collective purpose or vision ○ Examine how to ensure teams' roles align and meet organisation objectives | <ul style="list-style-type: none"> ○ Identify the key components required in building high performing teams and how to apply these to your own situation ○ Demonstrate the skills required to empower team members to develop to their full potential ○ Apply innovative tools and techniques to support and inspire your team | <ul style="list-style-type: none"> ○ Explore ways to champion creativity and innovation in organization and sector ○ Apply techniques to create agility, flexibility and resilience within your organization and team ○ Explore how to build a learning mindset that continuously drives your performance as a leader and ability to impact the future of nonprofits | <ul style="list-style-type: none"> ○ Discuss the importance of influencing and collaboration as a leader ○ Recognise the key skills required to influence and collaborate effectively in a variety of situations and apply these skills to relevant individual situations ○ Applying a creative thinking process that explores the issues of collaboration within your nonprofit | |

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