

Non-Profit Leadership Programme

“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 7 month period dealing with six 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 an 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)
- Reduce: time spent learning how to lead on the job

Impact on organisations

- Develop: capacity to deliver on goals faster and more effectively

- Increase: staff engagement and commitment to the organisation
- Reduce: turnover

Impact on the non-profit sector

- 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

Dates, Time, Venue, Facilitator, and Cost

The workshops will run from 12pm and finish at 5pm

Workshop 1 – Tuesday 14 June

Workshop 2 – Thursday 28 July

Workshop 3 – Thursday 1 September

Workshop 4 – Thursday 6 October

Workshop 5 – Thursday 10 November

Workshop 6 – Friday 9 December

The venue: Auckland (TBD)

The facilitator: Annie Whitley

The cost: \$1,950 plus GST

Module Structure

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

Prepare (2 weeks)		Explore (5 hrs)		Apply (4 weeks)	
Developing required knowledge and completing activities for Explore session		Extending knowledge, experimenting, experiencing and evaluating options		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 Influential Leader	Day 5: Stakeholder Centric Leader	Day 6: The Change 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"> • 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 	<ul style="list-style-type: none"> • Discuss and describe what a 'Stakeholder centric culture' means for your Nonprofit • Analyse the drivers and issues for Non-Profit customers enabling you to deliver more effectively on its vision and strategy • Apply a variety of tools and processes that explore and engage teams in on-going conversations on customer centricity 	<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

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