



Centre for Charity
Effectiveness

Why choose our Aspiring Chief Executives programme?

Designed to empower nonprofit leaders who want to take that step up to become chief executives, the programme will increase your confidence and ability to excel in your current leadership role, appraise the post of chief executive as a future career option, and build your leadership toolkit and leadership presence, to maximise your potential as a future chief executive.

It offers a high-quality, practice based, value for money learning experience.



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Intellectual leadership:
developing talent,
enhancing performance

Aspiring Chief Executives

Leadership Development Programme

Spring 2017

Our Comprehensive Programme

This highly participative programme is designed to provide in-depth professional development opportunities at a pace to suit busy senior leaders. The programme divides into three parts: two intensive two-day modules and a follow-up one-day module to further embed the learning. There are evening units and social events, with options for further reading and inter-module activities. You also receive 360-degree feedback using the recognised Outstanding Leadership competencies framework in an individual coaching session to interpret your profile and start your personal development planning towards becoming a chief executive.

The programme provides a comprehensive foundation in the range of skills, knowledge and behaviours, along with the self awareness required for the demanding role of the chief executive, making use of expert presentations and robust supporting materials.

We encourage each participant to have a career stretching project in mind and to develop it whilst on the programme. We weave your experiences into the modules, along with peer coaching and genuine case studies, which keep the programme current and grounded in the practical realities of nonprofit leadership. The emphasis on self-reflection, action learning, and continuing professional development, ensures sustainable learning well beyond the life of the programme.

WHO SHOULD ATTEND?

This course has been designed specifically for senior leaders who are already employed within the voluntary, community and social enterprise sector, considering the step up to a chief executive position. To be eligible you need to be in a post reporting directly to a chief executive yourself, and leading a team of staff.

PROGRAMME TUTORS

Our tutors speak with authority, many from their experiences as chief executives. The programme is led by James Barrett, former CEO of The HIV Project, and is supported by George Levvy, former CEO of the Motor Neurone Disease Association. During the course of the programme you will also hear from Ian Joseph, Managing Director of Russam GMS, a specialist recruitment agency, and sector experts Caroline Copeman, Ian Lawson and Jacqueline Williams.



Course Dates:

- Module 1
9 & 10 March 2017
- Module 2
20 & 21 April 2017
- Module 3
19 May 2017

Cost:

- The cost of the programme will be £1,495 to cover all five days, including the one-to-one coaching, 360-degree feedback, the dinner and the drinks reception. This does not include overnight accommodation.

Booking:

- To book your place on the programme, please contact Sarah Floyd at:

E: casscce@city.ac.uk

T: +44 (0)20 7040 0901

The tutors, sequence and content of units and exact timings of the programme may vary.

For more information, visit:

www.cass.city.ac.uk/aceprogramme

Centre for Charity Effectiveness

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Follow us on Twitter: @CassCCE

Module 1 - Appraising the role of Chief Executive

DAY 1, 9 MARCH 2017 10AM-10PM

Unit 1 - Your Leadership Development in context | James Barrett, Programme Leader

- The 'seismic shift' to chief executive - setting the scene with your career stretching project
- Your influence and positive authority as chief executive.

Unit 2 - Fundamental dimensions of the Chief Executive's role | George Levvy, Consultant

- What is fundamentally different about being chief executive
- Case study: leading in a crisis and turning your organisation around.

Unit 3 - Building your brand as a Chief Executive | Guest speaker from the sector

- Personal experience of becoming a CEO
- Building a brand for values-based leadership.

Participants' Welcome Dinner

DAY 2, 10 MARCH 2017 9:30AM-5PM

Unit 4 - Enabling outstanding leadership | Ian Lawson, Consultant

- Unique research from The Work Foundation into what makes Outstanding Leadership
- Personal development planning for your future chief executive role.

Unit 5 - Engaging for complex change and resolving conflict | James Barrett, Programme Leader

- The neuroscience of connection for sustainable organisational change
- The psychology of working creatively with difference and conflict.

Your Individual 360 feedback

APRIL 2017

Ian Lawson, Andrew Forrest or Maggie Smith

- Review of your 360-degree feedback using the Outstanding Leadership framework - increasing self awareness
- Capitalising on your strengths and building your personal development plans to progress your career.

Module 2 - Aligning yourself and your organisation effectively

DAY 3, 20 APRIL 2017 10AM-9PM

Unit 6 - Connecting up theory and practice | James Barrett, Programme Leader

- Bridging ACE to the reality in your workplace
- Creating the climate for innovation.

Unit 7 - The Chief Executive connecting up and aligning the organisation | George Levvy, Consultant

- Engaging powerfully with external stakeholders and interpreting the external environment in your organisation
- Aligning with your Trustee Board and building the senior team to maximise its effectiveness.

Unit 8 - Planning for your career as Chief Executive | Ian Joseph, Russam GMS

- Preparing yourself for the chief executive role
- The recruitment and selection of chief executives.

Drinks Reception

DAY 4, 21 APRIL 2017 9:30AM-5PM

Unit 9 - Strategic deployment of finance and resources | Jacqueline Williams, Consultant or Mark Salway, Director of Social Finance

- Financial risks and strategies in an unpredictable financial climate
- Aligning your finances with your organisational strategy.

Unit 10 - Strategic thinking for growth in impact | Caroline Copeman, Consultant

- The role of strategy in maximizing the impact of your organisation
- Strategic thinking, planning and action – thinking outside the box to build ownership and sustainability.

Module 3 - Moving Ahead

DAY 5, 19 MAY 2017 10AM-5PM

Unit 11 - Action learning and powerful questioning | James Barrett, Programme Leader with Fiona Ash or Christine Fogg, Consultants

- A framework for action learning as a tool for leadership
- Practical experience of action learning to resolve complex workplace dilemmas.

Unit 12 - Your future Chief Executive role | James Barrett, Programme Leader

- Building your resilience and future support structures
- Consolidating your key learning from ACE and planning for the future.