



Changing more than a name

# Aspiring Chief Executives

## Leadership development programme

### Programme overview

This highly interactive and experiential online programme is designed to offer in-depth leadership learning that allows senior leaders to integrate their professional development with the demands of a busy role. It will provide you with the opportunity to take stock, build confidence in your current leadership role, and develop your potential further, whether you are looking to strengthen your current capabilities or hoping to step up into a chief executive role.

### Why choose our Aspiring Chief Executives programme?

Our Aspiring Chief Executives programme (ACE) is ideal for busy nonprofit leaders who want to stretch themselves, and who feel ready to take that step up to become chief executives. This flagship programme has been redesigned using a series of fresh, engaging, and highly participative, live online modules that support reflection, interactive group and peer learning, and the practical application of new thinking to emerging and real-world challenges.

ACE is designed to help you increase your confidence and ability in your current role and context; to appraise the role and task of chief executive as a future career option; and to maximise your ability to lead effectively in the nonprofit sector. The programme encourages you to ground and develop your personal leadership capabilities, and to build a strong peer network. We place special emphasis on nurturing your relational leadership style; on developing your adaptability and agility as a leader; and on your capacity to develop flexible yet sustainable operations, resources and strategy for your organisation.

### What you will gain

- Appraise the role of chief executive, understand the behaviours and qualities required of the role and stretch yourself in your current role
- Develop your leadership presence, your personal leadership capability, and build your confidence to lead with agility
- Understand how to improve organisational effectiveness through operational flexibility, responsive financial leadership, and sustainable strategy
- Hone your virtual leadership abilities – enhance your online presence, communication and leadership of remote teams
- Build an enduring peer support network for your ongoing development and your future career
- Determine how to shape an organisation through positive relationships, dialogue and action, and to incorporate diversity, inclusion and equity
- Be inspired by the career experiences of successful nonprofit chief executives and get robust coaching from peers on how to apply these leadership frameworks to the practical challenges you face in the workplace.

### Who should attend

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

### Dates:

The online programme begins on 28<sup>th</sup> January 2021. For the full list of programme dates please see our website.

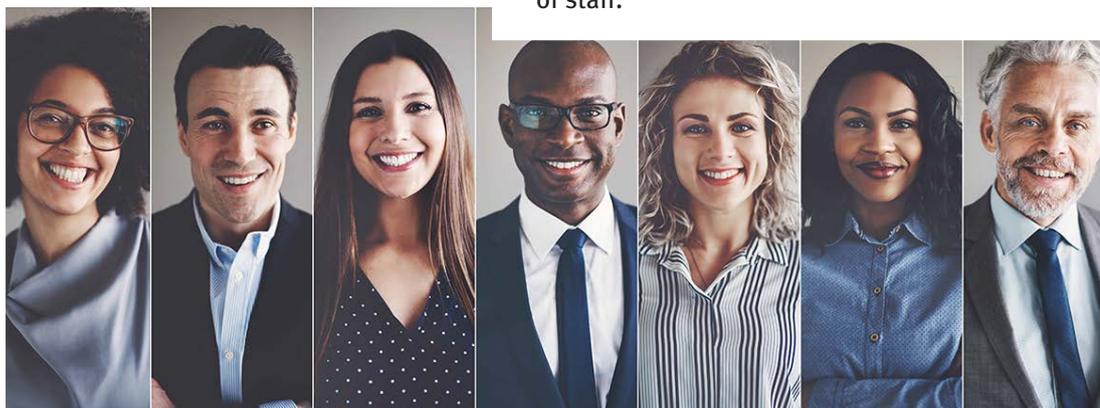
**Cost:** £1,745  
(no VAT) per person.

The programme fee covers the ten half-day online workshops, three half-day online Action Learning Sets, and all programme materials and administration.

### Booking:

Please visit [www.cass.city.ac.uk/cce](http://www.cass.city.ac.uk/cce) or contact [CCE@city.ac.uk](mailto:CCE@city.ac.uk)

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## A re-designed programme for online delivery

Online learning doesn't have to be a step down from in-person learning, nor does it have to be dull or exhausting! We have used our growing know-how and experience within the charity sector to make the most of what works best in the world of virtual leadership learning, carefully crafting online sessions that are dynamic, relevant, participative, interactive and fun.

## What to expect

The ACE programme includes a series of 10 half-day online workshops, 3 Action Learning Sets (ALS), at least one evening online event and provision of a wide range of related learning materials and resources. Please see our website for a full list of dates. All sessions will start at 9:00 and finish by 13:00 and the evening event will run from 18:00 to 19:30.

## Online workshops:

Five modules delivered in 10 half-day online workshops, which will cover the following topics:

- Grounded and resilient leadership
- Relational leadership and presence
- Diversity, inclusion and equity
- Leading with adaptability and agility
- Leading through crisis, complexity and change
- Sustainable strategy
- Virtual leadership and leading remote teams
- Governance and building your board
- Collaboration and agility
- Responsive financial leadership.

These modules will be facilitated and delivered by our ACE programme leaders, with contributions from other subject matter experts and current nonprofit CEs.

## Action Learning Sets

Three online Action Learning Set (ALS) meetings will be led by experienced CCE facilitators. Action learning is a method of peer learning which uses enquiry and problem solving to enable participants to find practical ways for dealing with real work challenges and dilemmas. It emphasises learning through action and applying learning and experience in practical ways. There will be opportunities for additional ongoing, self-managed ALSs throughout the programme.

## Evening events

These will include 'in conversation' sessions with current charity and nonprofit CEs and optional virtual socials.

## Preparation work, programme materials and resources

The programme is supported by a range of materials and resources. To get the most from attending the online workshops, we will ask you to do some advance preparation; this is usually a mixture of individual reflection and some reading or occasionally some 'thinking together' with other programme participants in small groups. We also offer a variety of suggested follow-up activities and resources for you to use.

## Programme leaders

The programme will be co-facilitated by programme leaders Christine Fogg and Tammy Tawadros. During the programme you will also hear from a range of other external speakers and sector experts.

**Christine Fogg** is a consultant and Visiting Fellow with CCE, where she has worked for over ten years. She specialises in coaching, mentoring and facilitation, organisational capacity building and leadership development.

**Tammy Tawadros** is a consultant and Visiting Lecturer with CCE. She is an executive coach, organisational consultant and work psychologist. Tammy has many years' experience of the design and delivery of a broad range of leadership, organisational development and culture change initiatives.

For more information, visit:

[www.cass.city.ac.uk/cce](http://www.cass.city.ac.uk/cce)

Centre for Charity  
Effectiveness

The Business School  
(formerly Cass)  
City University of London  
106 Bunhill Row  
EC1Y 8TZ  
UK

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