

Berlin Civil Society Center

SENIOR LEADERS PROGRAMME

27 May 2011



The Berlin Civil Society Center offers a Senior Leaders Programme for up to 25 experienced leaders who will jointly explore existing and future leadership challenges and develop effective approaches in dealing with these. The programme aims specifically at CEOs and Deputy CEOs of major national and global civil society organisations (CSOs) and at Division Heads working at global level. The programme consists of an Internet based Preparation Process of one month, a Senior Leaders Week bringing together all participants in Berlin on 22 to 26 August 2011 and a Peer Mentoring Programme of 24 months.

Objectives

The Programme aims to support civil society organisations (CSOs) with strengthening, and retaining key leaders. By strengthening the organisations' leadership the Programme seeks to contribute to an improvement of the sector's overall performance.

Outline

High calibre professionals will jointly and together with selected experts explore:

- Which strategic challenges CSOs have to face in the coming years
- Which role CSOs may be expected to play
- What it takes to be an inspiring, strong leader in a rapidly changing world
- Where and how support can be found in strengthening leadership skills.

Working together as a team over a week's time will provide participants with contacts to other leaders, whom they can call on for advice and support. A peer mentoring system will be offered providing ongoing support between participants.

Programme

PHASE 1: Preparation (to start 4 weeks before the Senior Leaders Week)

- Registered participants start "participants only" internet based discussion on key issues
- The Center distributes relevant reading material and other preparatory information
- Registered participants start FRAMING "GOOD LEADERSHIP" project laying down the leadership qualities we are aiming for.

PHASE 2: Senior Leaders Week

Approach

The week brings together:

- the leadership challenges that participants face in their daily lives,
- best practice and state of the art advice in key areas of leadership such as organisational development, change management, talent development, and strategy,
- challenges and opportunities arising from external developments such as climate change globalisation and digital communication.

The formats used in bringing these three dimensions together vary from experts' presentations to peer advice, from plenary discussions to work sessions in small groups, and from case studies to role plays.

Structure

The MORNING focuses on key leadership requirements and delivers state of the art concepts and practical advice. The sessions are supported by the world's leading consultancies.

The AFTERNOON addresses participant's concrete leadership challenges some of which are being identified during the preparation phase and others which arise in the course of the week. By the end of the week each participant should have produced her or his "own agenda towards stronger leadership".

The EVENING is dedicated to external developments which require CSOs' positioning and reply.

PHASE 3: Peer Mentoring (optional)

Based on participants' "own agenda towards stronger leadership", which they develop during the Senior Leaders Week, a 24 months peer mentoring process starts in which groups of 2-3 participants from different organisations support each other in their development process. They should meet monthly (in person or by phone) to systematically approach the challenges identified.

After 12 and 24 months the Center asks participants for their feedback on the programme and its outcome for them personally.

After 25 months the Center produces an evaluation of the overall outcome of the Senior Leaders Programme.