

CROSS SECTORAL DEVELOPMENT PROGRAMME FOR HIGH POTENTIALS



Programme Overview



This innovative programme will enable senior/middle tier leaders from the third and public sectors to develop their leadership skills, building and strengthening relationships to address the complex shared challenges they face.

The **3 month** programme will be delivered to **10-14 managers from each sector***.

The delivery method will include a blend of online, peer and virtual classroom learning. The programme will focus on building a good foundation of skills, knowledge and behaviours across this leader group, focusing on experiential learning and addressing real issues and building partnerships between the sectors.

The programme will also include access to 'WeLearn by GT', Grant Thornton's Learning Management system and Mobile application for six months.

**Broadly equivalent to NICS Principal / Deputy Principal level or NJC scales PO4 – PO9.*

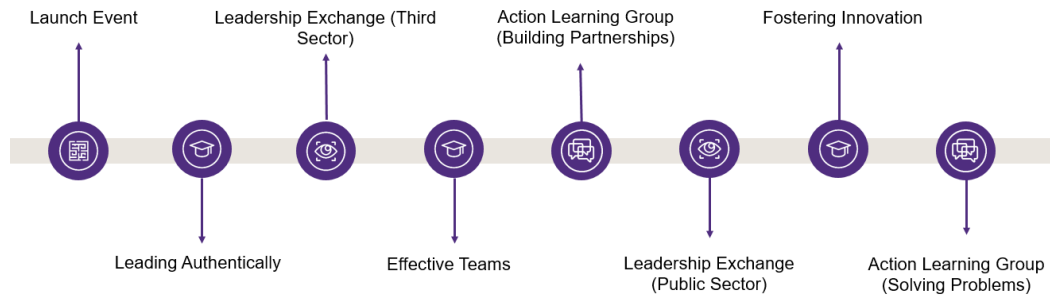


Objectives:

As an outcome of the programme participants will:

- Gain a greater understanding of the two sectors
- Understand their own leadership style, strengths and personal brand to allow them to lead authentically
- Be aware of their communication styles and the preferences of others and how to communicate effectively
- Understand the system team development model and how they can apply it to their cross sector group
- Agree a team charter and plan of action
- Practise using different innovation and decision making models
- Collaborate together to solve shared issues

Programme Schedule



WeLearn content, communication updates, event management and reporting

Date	Format	Topic	Time	Key Topics
07/09/22	In-Person	Launch Event - Learning about the programme	9.30 – 11.30	<ul style="list-style-type: none"> Welcome and introductions Programme overview and learning contract Team activity Leadership Exchange group set up
21/09/22	Virtual	Leading Authentically	9.30 – 12.00	<ul style="list-style-type: none"> Understanding different leadership styles Knowing your values and strengths Building resilience Creating your leadership brand
05/10/22	Virtual	Third Sector	9.30 – 12.00	<p>A day in the life of each other's shoes, to build a shared understanding of the work environment of a peer working in a different sector. A day to shadow, learn and share.</p> <ul style="list-style-type: none"> Communicating with different audiences
19/10/22	Virtual	Effective teams	9.30 – 12.00	<ul style="list-style-type: none"> Understanding what makes effective teams Systemic team development Building psychological trust
02/11/22	In-Person	Building partnerships	9.30 – 12.00	<p>Building a plan of action and charter to define how to partner together as a group and also encourage partnerships across the sectors, identifying challenges and solutions to overcome them. Tools and models shared through WeLearn to support.</p>
16/11/22	Virtual	Public Sector	9.30 – 12.00	<p>A day in the life of each other's shoes, to build a shared understanding of the work environment of a peer working in a different sector. A day to shadow, learn and share.</p>
30/11/22	Virtual	Fostering Innovation	9.30 – 12.00	<ul style="list-style-type: none"> Understanding innovation and its application to your work Barriers and enablers to innovation within your organisation Strategies to foster innovation internally and cross sector
14/12/22	In-Person	Solving problems	9.30 – 12.00	<p>Application of classroom sessions and previous exchanges on an identified problem to find solutions and create an action plan. Tools and models shared through WeLearn to support.</p>
Self paced	Virtual	Future of Work	N/A	<p>Optional modules to support managers across various challenges related to remote working and managing teams.</p>

Background



The complex challenges facing Northern Ireland cannot be addressed by any single organisation or any single sector. Collaboration across boundaries is key to successful delivery for citizens, and must become the norm, not the exception.

Leaders in the public sector and the third sector have been working to build relationships and establish trust, to create understanding of how much more they can achieve by combining forces, and to better appreciate the barriers to collaboration and how to deal with them.

On behalf of CEF and CO3, Grant Thornton is inviting applications for the **High Potentials Programme for Autumn 2022**.

Feedback from previous cohorts recognised that connecting with others, productive discussion and gaining an understanding of one another's experiences, aspirations and pressures, as some of the key benefits of the programme.



What makes a team so good?

Opportunities	Supportive team leader
Leadership, personalities and perspectives on innovation	Openness
Online - starting with basics, making people comfortable	Clear purpose
Managing quick growth	Shared goals
Funding / budgets	Clear roles
Working differently	Synergy
Challenging circumstances, like Covid19	High levels of energy
Needs of customers	Fun
Striving for excellence	Passion
Headspace - stepping back from the day to day work	Shared sense of ownership

Our ambition for the programme is to develop effective partnerships based on trust, clarity of accountability, and a shared understanding of purpose and outcomes across the two sectors.

Specifically, the programme aims to:

- build and maintain empathy for one another and commitment to the shared challenges we are addressing;
- build resilience to speak frankly with courageous authenticity to demonstrate honesty and integrity while tailoring communication to meet the perspectives of various stakeholders;
- strengthen cross-sectoral relationships to enable effective working relations; and
- focus on real issues, building genuine partnerships and shared understanding to develop leadership capacities to meet the complex societal challenges we face, shifting focus to impact and outcomes.

How do I apply?



Selection process/eligibility

Up to 24 leaders (10-14 from each sector) will be selected through a brief expression of interest process. Participants will be selected from a diverse range of complementary organisations, whilst ensuring a balance of status, responsibility and experience.

This programme is aimed specifically at staff broadly equivalent to NICS Principal/Deputy Principal level or NJC scales PO4 – PO9.

The application submission deadline is **Friday 24th June, at 12pm.**

Cost and how to register your interest

The cost to participate on this programme is £695 + VAT per person.

If you are interested in participating in the programme please contact the relevant person below:

- Public sector mail@ceforum.org
- Third sector suzanne@co3.bz





CHIEF
EXECUTIVES'
FORUM



About CEF

The Chief Executives' Forum is an umbrella body for the Chief Executives and senior staff of public sector bodies in Northern Ireland, covering the civil service, its executive agencies, local government and non-departmental public bodies. In total it has some 100 organisations in membership and more than 500 individual and associate members.

The Forum's key purpose is to facilitate interaction, cooperation and shared learning between senior staff across the public sector. The Forum delivers a diverse programme of events, training, research projects and networking initiatives involving its members in the public sector and key stakeholders from across the private sector, the third sector, academia and professional bodies.

The Forum was established in 1991, and over time, it has evolved and refined its business model to enable it to respond to the changing needs and challenges of its members.

To learn more about CEF, please visit: www.ceforum.org

About CO3

Established in 1985, Chief Officers 3rd Sector (CO3) is a leading membership-based organisation that focuses on supporting, developing and connecting Third Sector leaders in Northern Ireland.

We have a growing membership base of almost 700 third sector leaders. Our members range from leaders of some of the largest charities and social enterprises through to small community and faith-based groups.

We use the term third sector to describe the breadth of our members' work. Members work across all policy areas and connect to all government departments. Our members offer considerable expertise, services and innovation.

Our members lead organisations that contribute resources and investment in public services, employ tens of thousands of people and have a considerable asset base to help strengthen the economy.

To learn more about CO3, please visit: www.co3.org.uk



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