

Clore Social
Leadership

in Liverpool City Region 2019 Prospectus

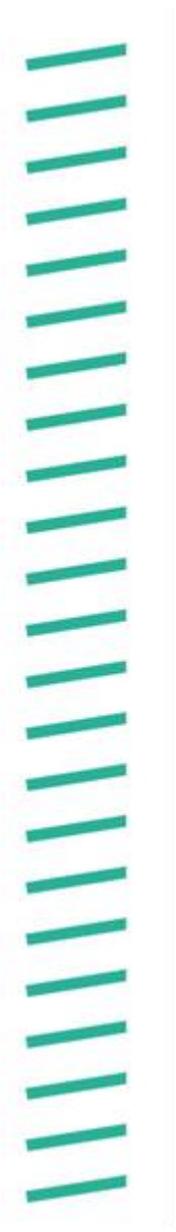


VS6



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Welcome to your leadership journey...

The Clare Social Leadership in Liverpool City Region programme is a collaboration between Clare Social Leadership, Capacity: The Public Services Lab and VS6, supported by The National Lottery Community Fund.

Clare Social Leadership has been working with Social Sector leaders for a decade. They have seen the challenges facing those leading the sector, and have worked to develop programmes to effectively and holistically provide leadership development for leaders at all stages of their careers, and in all areas of the sector.

Finding the time to dedicate to developing the confidence, skills, networks and continued learning that is needed by today's leaders is the greatest barrier to leadership development.

Capacity: The Public Services Lab and VS6 both work in the VCSE sector across Liverpool City Region. Capacity supports socially-driven organisations to be more resilient and secure funding to deliver the best outcomes for communities. VS6 is a partnership of 14 support organisations working together to champion the vital role our sector does and could play in the future of the City Region. Capacity and VS6 are heading up the coordination and recruitment of the pilot scheme, with Clare Social Leadership as key facilitator. To support the programme delivery, the grant from TNLCF has also funded research, led by Capacity and VS6, into what leadership challenges exist in the region, what talents and skills the social sector exemplifies, and which may be missing. The research will allow the Clare Social delivery team to tailor the programme to the unique needs of Liverpool City Region's future leaders.

We hope to offer the time and space to 15 emerging leaders from Liverpool City Region. The programme is fully funded, making it accessible to those who may not be able to ordinarily access paid leadership programmes.

This prospectus will let you know:

- Who is this programme for?
- What are the benefits of the programme?
- What will you be doing during the programme?
- When will you do what, and how long will it take?
- How can you apply?

Who is the Clare Social Leadership in Liverpool City Region programme for?

The Clare Social Leadership in Liverpool City Region programme is aimed at social leaders working in the Liverpool City Region (Liverpool, Halton, Knowsley, Sefton, St Helens and Wirral) who want to develop their leadership with a group of peers, challenge and apply themselves and make a difference to the Liverpool City Region area.

Our programmes are designed so that participants can learn from and engage with a network of peers. As such, we offer the following guidance for potential applicants to assess their eligibility and suitability for the programme.

Do you:

- Work with a charity or other social sector organisation in the Social/Community Sector in Liverpool City Region (LCR)?
- Have professional leadership experience in the social sector – 3-6 years' experience of managing people and projects.
- Possess the drive to create organisational and sector wide change?
- Have a commitment to learning and personal development?
- Work in a self-directed, motivated manner, and could commit to learning online in your own time, as well as commit to online group learning?
- Seek to become more effective in your current role?

If the answer to these questions is yes – this may well be the programme for you.

If you aren't sure, or don't know if you have relevant experience, you can get in touch with Emma – emma.lord@capacitylab.co.uk – though we would say, that if you have the interest and drive to apply, then you should!

What are the benefits of the programme?

Participants on the programme will benefit from:

- Increased self-awareness, using self and peer insight into your strengths and areas for development.
- Increased resilience, and a set of tools and models that will help you become a better leader.
- A deeper understanding of how you work with and through others, and how others see you as a leader.

- A lasting peer network of local leaders who provide support and new perspectives. They will also challenge you to stretch your learning and help you develop and enhance your leadership behaviour.
- Visible leadership behaviour change.
- Growth of Social Leaders' Capabilities (see end of prospectus) and improved personal effectiveness, which translates into results for you and your organisation.
- Tools and techniques to take back to your own organisation to grow other leaders, improving leadership across your organisation.
- Organisations will benefit from:
 - A leader able to deliver leadership development, bringing back learnings and experiences to the organisation.
- Increased motivation, resilience and outputs from the participant and the teams they lead.
- Connections with other organisations within the Liverpool City Region area.
- Access to any new leadership opportunities we develop in the future, and to our national network of social leaders.

What will you do on the Programme?

The programme features impactful and interesting opportunities to learn, online and in person, which are delivered in a flexible way to address the needs and fit into the busy lifestyle of a charity leader. The residential will be held at **Craxton Wood Hotel & Spa near Chester**, and the Discover programme will take place **online**.

Discover Introductory Programme

The programme will kick-off with the delivery of our flagship online programme – Discover. This will offer an introduction into Clare Social Leadership's approach to leadership development, and leadership philosophies and perspectives. It will give you a chance to discover where you are in your leadership journey, and where you want to go with your leadership development.

Local Leadership Workshops

The programme will include one three-day residential, which will feature Clare Social Leadership's expert facilitators delivering key leadership sessions and will strengthen the connections between the participants. The residential will supplement and facilitate independent – individual and group based – programme elements, and allow the group to meet, work and socialise together. We will run our residential at Craxton Wood Hotel & Spa, near Chester. We feel this is an inspiring venue, providing the ideal environment to focus on your leadership development and step away from every day responsibilities.

Programme FAQs

Do I need any specific qualifications to access the programme?

No, you don't need to have any particular academic or professional qualifications to take part in the programme. We know that leadership development training can be very difficult to access in the social and cultural sectors, so try to make it accessible to those with minimal prior training. Your passion for and experience in your role are all you need to apply.

What counts as leadership experience?

We classify the leadership experience required to meet the programme eligibility as professional, in-sector experience. This may have been accrued at different points throughout your career, at different organisations and can be paid or voluntary. If you have had different experiences, but you feel you are otherwise well suited for the programme, let us know why your experience is relevant and transferable in your application.

What happens once the programme is complete?

As a Clare Social Fellow, you will join a large network of social sector leaders from across the UK. Opportunities to connect with local fellows and continue learning will be supported, encouraged and facilitated wherever possible.

We are always developing new programme offerings and may have something of interest to you in the future, so keep in touch, and let us know if you have any ideas, or want to develop something with us for your organisation.

Where are the programme events held?

The Residential will be held at: Craxton Wood Hotel & Spa, near Chester on 9th – 11th October 2019.

Will there be any additional costs?

The programme is fully funded (aka. FREE!) but will not cover transport costs to events –all held in Liverpool City Region.



Who can I contact for more information?

If you have any further questions that aren't covered in the prospectus or website, please email us at emma.lord@capacitylab.co.uk. For urgent enquiries, you can call the Capacity office at 0151 305 1045 between the hours of 09:00 and 16:30.

How will you stay in touch during the programme?

We use email to stay in touch with our programme groups.

When will you do each activity & how long will they take?

Key Programme Dates

Announcement of cohort	w/c 29.7.2019
Discover Programme	2.9.2019 - 6.10.2019
Residential	9.10.2019 – 11.10.2019

The programme will last take place between August and October 2019, with a total time commitment of approximately 30 days. The content is designed to fit flexibly around work and life commitments.

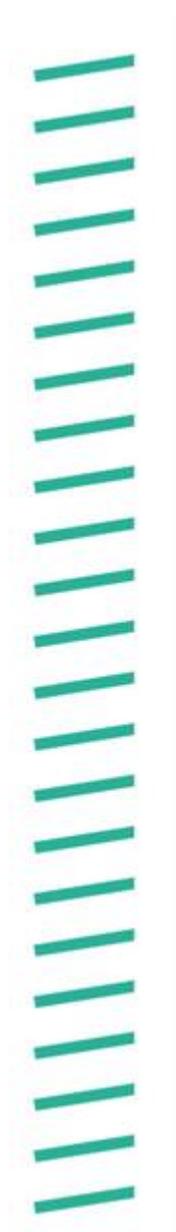
Discover is an online introduction to social leadership and includes a combination of:

- Content in the form of video, podcasts and articles
- Activities to complete each week to share with the group online
- A personal reflective exercise.

We advise to allocate 4-5 hours a week for Discover, however, we hope you can listen, watch and read the content in and around your current commitments such as a commute or a lunch break or even at the gym! We advise you put aside up to 2 hours to focus on the activity and your reflections.

How do you apply for the programme?

Application Timeline



Applications Open	3.7.2019
Application Deadline	24.7.2019, 5pm
Nomination Deadline	24.7.2019
We will let you know if you have been successful on or before:	31.7.2019

Ways to Apply

There are four ways to apply for the programme. Links to each application method are below, and each method is explained. You can choose which method is best and most convenient for you. You only need to apply using one of the methods. The application questions are given below, so you can spend some time preparing your answers before you start.

1. Online, written application.

Written application forms are available on the Capacity website:
http://bit.ly/CloreSocial_LCR

Your written answers should be no more than 300 words long each.

2. Online, video application.

Create a video, as simple or creative as you like, and send it to
emma.lord@capacitylab.co.uk with the subject line 'Clare in LCR Video Application'.

Your video should be no more than 6 minutes long.



Application Questions

Each application method will ask you for some general information about yourself, and you will also need to answer 3 questions. You should think about how you want to answer the questions before you apply.

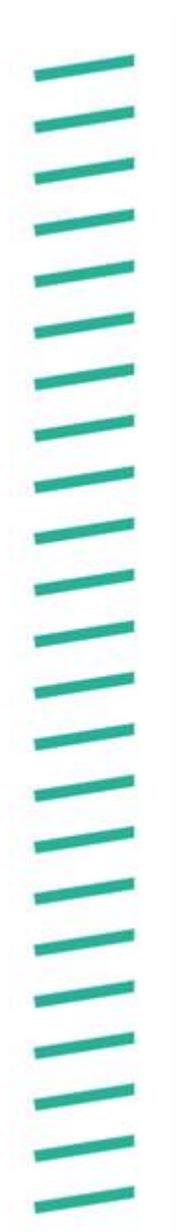
1. Why do you want to join the programme and why is now the right time for you?
2. What do you think are your leadership strengths and what are your weaker areas?
3. What is a challenge facing the Liverpool City Region community that you would like to solve?

Nomination

The application will also ask you to provide the name and email address of someone who can nominate you. This person will usually be your manager but can also be somebody who knows you professionally.

When you have finished your application, we will email your nominator to ask them a couple of questions. They will have until **5pm on 24th July** to submit the nomination, so please make sure you choose somebody who will be able to respond by then.

We are looking forward to receiving your applications. If you have any questions, please get in touch with us! (We've included some FAQs below as well). We want to bring together a group of passionate and interested leaders, so bring your personality and let us know about you!



Application FAQs

Why do I need a nominator to support my application?

We ask for a nomination to support programme applications in order to gauge how your leadership is perceived by someone who knows you well. This is usually a manager/superior within your organisation, but can also be a mentor, coach or past employer. Additionally, your progress on the programme will require you to engage and have the support of your organisation, so the nomination is a good way to begin this collaboration.

Does my organisation need to know I am applying for a programme?

The programme requires a significant time commitment from participants, and many elements require the support and input of your organisation. As such, we require participants to formally engage their organisations in the application process, and discourage applications from applicants without the approval of their organisation.

Will I receive feedback if my application is unsuccessful?

Due to the volume of applications we receive, we are unable to offer individual feedback to unsuccessful applicants. We encourage anyone who doesn't gain a place on the programme to stay in touch with us, and apply to the same or another programme in the future. Where possible, we will direct unsuccessful applicants to other opportunities.

I've been accepted onto the programme - now what?

When you are notified that your application has been successful, you will be sent a programme agreement, employer agreement and key information form which will formally enrol you as a participant and preparation for the first programme elements will begin. You will receive a programme handbook, and cohort biographies to familiarise yourself with the programme and your fellow participants.

