



# ASPIRE

## Growing Leadership in the Voluntary and Community Sector

**ASPIRE** is a twelve month leadership development programme where fifteen people from the Essex Voluntary and Community Sector will come together to create a strong cohort that will learn together as a team. They will support and challenge each other on an accelerated and intense development journey.

The programme has been commissioned by the **Essex Partnership** in the recognition that growing the skills and capabilities of a cohort of leaders for the voluntary and community sector, is a long term investment that could reap many benefits and bring on a new generation of leaders.

### Who is it for?

**The programme is aimed at senior professionals that are currently employed within the Essex social sector, working for a voluntary or community organisation, a social enterprise or charity.**

It is most relevant for aspiring and developing leaders that have the desire to forge a future leadership career in the sector and that may be on the tipping point towards this ambition.

ASPIRE offers a chance for individuals to design a be-spoke leadership plan building specific personal leadership skills and practicing them through on the job experience.

### Eligibility

#### To take part in the programme you must:

- work in a Voluntary and Community Sector organisation, Charity or Social Enterprise that is based in Essex
- fulfil a senior role within your organisation in a position that directly affects decision making and influences business direction<sup>1</sup>
- have the support and sponsorship of your Chief Executive / or Board (a supporting statement will be required to evidence this)

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<sup>1</sup> This could include current Chief Executives depending on where you are in your leadership journey

## Programme Overview

### How it works

The programme will be delivered by **Humans Being**, a leading Organisational Psychology Consultancy who work with global clients - small and large – to help them attract, hire, look after and grow their people.

Everyone will benefit from the mix of residential days together, individual 1:1 coaching, group webinars, and placements to other organisations. Individually, you'll also receive additional development aligned to your personal goals and leadership vision.

We'll work face to face, remotely, 1:1 and in small and large groups, using online tools too in order to create a private forum for discussion and to share information, learning and experiences.

We will bring everything that we have to the table - all our experience, knowledge, skills and ourselves - to create the ultimate leadership development programme that after 12 months will leave you challenged, supported, engaged, ready for more and with a strong group of fifteen friends that we hope will continue to grow together beyond the 'end' of the programme.

### The detail

**A 2 day residential** kick-off workshop in February for everyone<sup>2</sup>; all fifteen of you and the three of us (see below for more about our team). The objectives of these 2 days will be to:

- Connect as a team
- Contract how we will work together
- Introduce leadership frameworks
- Review personal feedback and diagnostics (before and during these 2 days)
- Create the first draft of your leadership vision
- Develop your personal plan

**Monthly sessions:** alternating 1:1 phone/skype calls with group webinars; intense coaching and webinars to continue to build the team and for efficiency.

**Quarterly days together:** (likely May, September and December 2018) to share experiences, learn from each other and build the next phases. The December event will probably be the last group session together so we'll start to bring ASPIRE to a close and work out what happens next.

**Online forum:** (private to the cohort) an information depository and for group discussions. This will remain in place after the 12 months for you to continue to talk, learn and have access to the materials and information.

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<sup>2</sup> It is strongly recommended that delegates are available to stay overnight but should you have specific caring responsibilities these will be taken in to account.

**Learning network:** The project will develop a learning network, which will develop a series of opportunities to present learning on a range of topics and issues. These may align with regular opportunities such as The Alliance network or cross sector meetings such as the Essex Assembly and Innovation Talks, as well as more informal meet ups to encourage collaboration.

**Placements:** We will help create as many opportunities as possible for placements/research trips and visits to other organisations in the social and public sector for you to accelerate development through broader experiences.

**Personal development:** Not everyone will want or need the exact same development, so there's flexibility built in for additional opportunities that will be based on what you need - naturally we won't know what these are until we get underway.

In summary, over the 12 months you'll benefit from:

- 5 days intensive development
- 6 1:1 coaching sessions
- 6 webinars
- Optional industry placement of up to 4 weeks in total, organised to suit each participant
- Additional personal development
- A learning network
- Online forum and resources

## Cost of the Programme

There is a subsidised cost to participants of the programme of £500. Additional support may be available upon request.

Every attempt has been made to keep this cost as low as possible; the cost is minimised by an award to the Essex Partnership by the Department of Communities and Local Government. It should be recognised that the market value of this programme and the related development opportunities are in excess of £5,000 per participant.

The cost will be invoiced to the participant or their organisation on acceptance to the programme.

## Timeline

18 December 2017	Application window closes
8 January 2018	Applicants notified
7-8 February 2018	2 day residential kick-off workshop. Additional meetings to be scheduled throughout 2018.



## About Humans Being

Our consultants have worked with major global organisations for years delivering high-value development - from leadership/talent/consulting development at PwC, talent development for CIMA through to team and individual development for IT start-ups - but the themes remain the same; we work with people, and we use our skills and experience to shape development.

Three of us are leading the ASPIRE programme, and we share the passion for learning and for development. We've all worked with a diverse range of organisations, including blue-chip and voluntary and public sector, and we'll bring everything we have to ASPIRE so that we create a strong curriculum for everyone, yet still have space and opportunity to create bespoke elements for individual needs and ambitions.

### **Rob Mugglestone: Business psychologist**

Rob's approach is to help diagnose, design and deliver interventions that bring about a raised awareness and challenge people to make sustainable shifts in behaviour and ultimately performance and outcomes.

*Current clients/projects include:* Wiley (global talent recruitment and development), Zurich (global, client relationship skills development), ApplianSys (UK, team psychologist and head of learning and development), research into elite high performance advantages from changes in the timing of development.

### **Angela Steatham: Organisation Development Consultant**

Angela's expertise lies in facilitating transition at organisational, team and individual levels. She is able to both support and challenge to create an understanding of the underlying issues, whilst having a pragmatic approach which assists people to commit to practical change.

*Current clients/projects include:* PwC (global Partner leadership development), Zurich (global, client relationship skills development), developing a leading edge client relationship programme, senior business leaders' 1:1 coaching.

### **Sarah Davies: Consultant and Talen0Specialist**

An experienced Learning and Development Consultant, Sarah is pragmatic and results-focussed, yet remains fascinated by the people – their values, strengths, attitudes and motivational drivers.

*Current clients/projects include:* Big Society Capital (individual and organisation development), UNICEF (global, 1:1 coaching remotely), Wiley (global talent recruitment and development).

**GET IN TOUCH:** Should you wish to discuss the programme, your eligibility or the application process, you can contact **Rob on 07976 697327** or **Angela on 07931 500131**, or e-mail [aspire@humansbeing.co.uk](mailto:aspire@humansbeing.co.uk)

## Selection Process

As there are 15 places available on the Essex leadership development programme only one participant per organisation can be accepted.

It is anticipated that the selection process will be competitive therefore after an eligibility check the quality of the application you submit will be scored against the selection criteria. This may include a short telephone call with a member of Humans Being, who is delivering the programme on behalf of Essex Partners.

## Selection Criteria

**We are looking for applicants that can demonstrate:**

- the potential to grow their leadership capabilities
- significant personal commitment to developing their career as a VCS leader
- an appetite for change and the desire to bring innovative practice to their organisation, the VCS sector and public sector

A panel led by Humans Being and made up of representatives from the Voluntary and Community and public sectors, will determine final selection. Should there be more high scoring applications than there are places those applicants with the most compelling case for inclusion demonstrated by Question 17/18 of the application form will be chosen.

The application form can be found at [www.humansbeing.co.uk/aspire](http://www.humansbeing.co.uk/aspire) and must be submitted by **Midday on Monday 18<sup>th</sup> December 2017**. You may also choose to submit parts of it by video / visual presentation. All materials must be received by the deadline.

**For any queries about the application process or to request an application form in an alternative format, please e-mail [aspire@humansbeing.co.uk](mailto:aspire@humansbeing.co.uk)**

## Nominators

**To evidence that you have the support and sponsorship of your Chief Executive / Board, a supporting statement will be required from the person nominating you for the programme.**

Nominators are required to provide the following supporting information by **Midday on Monday 18th December 2017**, using the form available at [www.humansbeing.co.uk/aspire](http://www.humansbeing.co.uk/aspire):

1. *Please can you outline, in your opinion, the leadership qualities and potential of this applicant.*
2. *Please can you outline how this programme will assist your organisation's future plans and the support you can give during the programme.*

## Notification

You will hear whether you have gained a place on the programme by **Monday 8 January 2018**.