

## **Questions and answers**

### **How is ASPIRE different from the Greater Essex Leadership Collaborative?**

The programme has been designed to be complimentary to the Greater Essex Leadership Collaborative (GELC) and can equally run alongside or separately. The GELC provides the opportunity to work with leaders from across the public sector to learn collaboratively by tackling pressing issues and developing system wide capability. 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.

### **I'm a current CEO / already leading an organisation. Can I apply for ASPIRE as well?**

Yes. ASPIRE is looking for applicants that demonstrate the potential and personal commitment to grow their leadership capabilities and wish to bring innovative practice to their organisation.

Applicants should:

- 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. This includes current Chief Executives depending on where you feel you are in your leadership journey.

### **How much time do I need to commit to the programme?**

ASPIRE is a 12 month programme, and includes:

- 5 days intensive development (a 2 day residential workshop in February and 3 x 1 day workshops help quarterly)
- 6 x 1:1 coaching sessions and 6 x webinars (each around an hour in length)
- An optional industry placement or series of placements of up to 4 weeks in total over the 12 months, organised to suit each participant (see below)

The project will also develop a learning network, which will develop a series of opportunities to present learning on a range of topics and issues.

We are looking for applicants that can demonstrate significant personal commitment to developing their career as a VCS leader. Beyond the above workshop and coaching sessions/webinars, it is difficult to be specific about time commitments, given that each ASPIRE participant will develop a be-spoke leadership plan. 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 – although naturally we won't know what these are until we get underway.

**My role won't allow me to take several days off in a row to undertake an industry placement**

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. We understand that everyone's working and personal commitments vary and will work with each participant individually to identify and agree activities that work for their individual situation as well as helping them to achieve their development goals.

**I have caring responsibilities that mean it will be difficult for me to stay overnight at the residential kick-off workshop in February**

Although it is recommended that participants are available to stay overnight, should you have specific caring responsibilities these will be taken in to account.

**I'm unsure if I'm eligible to apply for the programme / I'd like to speak with someone to find out more**

To discuss the programme, your eligibility or the application process, you can contact Rob Mugglestone on 07976 697327 or Angela Steatham on 07931 500131, or e-mail [aspire@humansbeing.co.uk](mailto:aspire@humansbeing.co.uk)