

LEAD+

An on-going support programme for VCSE leaders focused on Learning together, Empowerment, Advocacy and Delivering for communities in Manchester

Supported by:



THE OGLESBY
CHARITABLE TRUST

**polly
mcallester**
LEADERSHIP COACH



WHY WE'VE ESTABLISHED THIS PROGRAMME

In 2020, Young Manchester and Leadership Coach, Polly McAllester joined forces to pilot a support programme for leaders of voluntary sector youth and play organisations in Manchester.

The course was devised in response to the Covid-19 crisis, recognising that this sector was directly, profoundly and disproportionately impacted, and that its leaders often don't have access to the support networks and resources available elsewhere.

The programme also sought to build resilience, and to help leaders develop the tools that will help their organisations to recover, and to fulfil their role in the sustainable, robust youth sector that so many of the city's young people need, not just today, but into the future.

LEAD+, our sector support programme, is now a growing partnership.

Young Manchester and Polly McAllester have been joined by the Oglesby Charitable Trust, and all three are working together and with others to support a strong, confident and healthy youth and play sector.

Our collective aim is to see that **all of Manchester's children, young people and communities in need are able to thrive, supported by strong and vibrant charities.**



THE CORE PROGRAMME OFFER

Learning from the last year's pilot programme, in 2021 we are offering up to 16 youth and play sector leaders the opportunity for continued personal and professional development through a 6 month leadership programme. This programme aims to

- Explore the most up to date, science led thinking behind leadership in the 21st century
- Create a cohesive sector peer group where learnings and expertise can be shared
- Provide opportunities for leaders to discuss and resolve challenges and opportunities in a supportive, collaborative, confidential environment
- Use the power of the collective to support sector resilience

You will also have access to

- Match funding for additional coaching and facilitated peer support forums;
- Professional support (*e.g. mentoring, Trustee recruitment, IT and HR*);
- Informal, growing networks through the Partnership and previous programme participants

The success of this programme relies on a diversity of experience, acknowledging that this leads to the greatest learning and insights. All contributions – and contributors – are valued and respected equally. All discussions will be confidential to the group.



THE BENEFITS OF THE PROGRAMME

Participants will benefit from the following key outcomes:

- Increased self awareness and awareness of others
- A greater understanding of personal leadership style and impact
- Increased organisational resilience
- Cohesive peer to peer support and knowledge transfer
- Increased access to opportunities and resources, for professional development and organisational capacity building, through increased networks.
- Time, space and support to reflect on individual, team and organisational challenges and successes



PROGRAMME DETAILS

There will be two intakes in 2021, provisionally scheduled for April and October.

The leadership programme will take place over a 6 month period and consists of:

- 6 x monthly half day workshops
- Completion of 1 x DiSC 363 for Leaders Report
- 3 x one-to-one coaching sessions

Following the 6 month programme there is the option to continue with:

- Peer learning exchange forums
- One-to-one coaching

DiSC is a personality and behavioral assessment tool used by more than one million people every year to improve teamwork, communication, and productivity. The DiSC 363 for Leaders report a combines the best of 360-degree feedback with the simplicity and power of DiSC. It will help you to gain a deeper understanding of your general behavioural style and traits and your leadership preferences and tendencies.



WHO IS THE PROGRAMME FOR?

We warmly encourage enquiries from leaders from across the youth & play sector. You should be in a Chief Executive or Director role, or other post that has the greatest scope of responsibility for your organisation. Your organisation may be a registered charity, *or other unincorporated charitable group*.

Where necessary, we will prioritise access to the programme for leaders of organisations that:

- Have an income of under £250,000 per year;
- Are led by, or serve communities that experience racial inequality;
- Have limited access to support or resources.

We are keen to be flexible to ensure this opportunity achieves the greatest benefit.

The programme is being made available at no charge to participants due to funding provided by The Oglesby Charitable Trust and in-kind support from Polly McAllester and Young Manchester.

However, it is important to note that participants must commit to attending all core sessions, and *are accountable to programme colleagues*. The Partnership is committed to its own learning and development, so participants will be asked to contribute to an evaluation exercise at the end of their scheduled sessions.



WHAT OTHERS HAVE SAID

Youth and play leaders who took part in the pilot project in 2020 said:

“I think the material is extremely congruent with youth work/ informal education practices, and with the ACEs training I've had, which I find really interesting, especially when there is often a push to adopt more 'business-like' practices in the charitable sector (ie. less communal, more driven, top-down practices). It was great to see research that has evidence to show practices like reflection, mindfulness, working to reduce people's threat levels and encouraging them to take responsibility for their learning and development in a supportive environment is great and the most effective ways of working.”

“The support has been invaluable and helped me realise that we all face challenges and talking it through brings clarity and balance”

“I really enjoyed the sessions Polly ran. It was great to connect with leaders of similar organisations and share and learn together”

“It was especially helpful during the pandemic as it greatly reduced feelings of being a bit isolated in my role. Polly is really knowledgeable in her subject, delivering content with passion and enthusiasm. I have learnt a lot about myself as a leader through the sessions. It can sometimes feel awkward talking about yourself in a group setting but I think Polly made us all feel at ease really quickly with her warmth and friendliness”

“I also got lots out of the 121 coaching Polly did and would say this was a really useful part of this programme”



HOW TO APPLY

To apply, please complete the short form [HERE](#).

Please let us know why you would like to take up this opportunity and what you would hope to get out of it. This can be for entirely focused on yourself, your organisation, or a combination of both.

Please also confirm here that if offered a place, you would be able to commit to it in full.

If you prefer, you can apply via verbal discussion. Please let us know if there are any adjustments we should be aware of to enable access.

To find out more or discuss the programme before you apply, please email enquiries@youngmanchester.org or call Nicola Furness on 07588 154621.

The deadline for the first intake is **5pm on Wednesday 31st March 2021**.

Information about the second course will be shared in due course.



ABOUT THE PARTNERS

LEAD+ is made possible, as no cost to participants, due to funding from The Oglesby Charitable Trust and in-kind support from Polly McAllester and Young Manchester.

The Oglesby Charitable Trust's vision is for a community that is healthy, creative and self-sustaining and in which all members can participate fully. They seek out effective organisations that can demonstrate positive impact, both now, and into the future.

Polly McAllester is dedicated to unlocking the potential of leaders, teams, and organisations, helping them perform with greater authenticity, awareness, and impact. Previously Director of Leadership Development at Bruntwood, Polly is committed to supporting the development of the VCSE sector as part of her consultancy practice.

Young Manchester is a young, passionate and growing charity which puts children and young people first. Their vision is that every child and young person in the city thrives through outstanding opportunities.

The LEAD+ partnership is continuing to grow - if you would like to support this work and the development of sector support in Manchester's youth and play sector, please do contact Justin, Director of Young Manchester - j.watson@youngmanchester.org

