

Lead and manage

Best self

Great teams

Amazing together

September-December 2023

**Lead and manage: Best self, Great teams, Amazing together
leadership programme #YWCLeadAndManage**

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Run by



Supported by



About Lead and manage: Best self, great teams, amazing together

Lead and manage: Best self, great teams, amazing together is a four-month leadership programme. We'll focus on what we think is important for all of us in leadership roles — being your best self, being part of and leading great teams, and working on amazing things together.

The programme runs between September and December 2023*, and will be three full days — one for each of the three themes Best self, Great teams, Amazing together — and two half days to help us start and end well. These will be energising days to learn together — from us and each other — and give you time out of your every day to reflect on your own leadership and connect and build relationships with your peers.

It's about growing and developing ourselves to be able to do our best for ourselves, our organisations, and our region.

Who is it for?

The programme is for those working or volunteering in projects, initiatives and organisations working for social change, and for individuals working independently for social change, in the north east.

This is for you if you are in a leadership or management role already, or want to be. It's for experienced, new and future leaders of organisations, work, and ideas.

It's particularly designed for those without a formal leadership and management qualification looking for a practical and comprehensive introduction to key leadership and management theories, models, frameworks, tools, techniques and approaches.

Note

* We are also run the programme in spring, starting in April 2023 and again in April 2024. You can find out more at bit.ly/LeadManageSpring2023

The practicalities

When?*

We'll meet five times...

- ◆ Starting well: 13 September, 12:30 for 13:00-16:00
- ◆ Best self: 27 September, 09:30 for 10:00-16:00
- ◆ Great teams: 25 October, 09:30 for 10:00-16:00
- ◆ Amazing together: 29 November, 09:30 for 10:00-16:00
- ◆ Ending well: 13 December, 12:30 for 13:00-16:00

Where?

Newcastle venues TBC, close to key public transport links

How much?

The cost of each place is £600

How to book and learn more?

To find out more contact Robert Laycock robert@yeswecan.community or book your place at bit.ly/LeadManageAutumn2023

What we'll learn together

Starting well

We'll start well by

- connecting and forming our learning group – meeting and learning about each other
- getting ready to work together – creating psychological safety, how we'll work together, our commitments to each other
- setting the scene about leadership – what it is, leadership as a practice

Best self

Using the nine elements of our *Best self* framework as our guide, we'll learn about

- looking after ourselves and resilience
- self-awareness and emotional intelligence
- being organised and effective
- why trust, values, beliefs, vulnerability and psychological safety matter at work
- communicating open and effectively

Great teams

Using the ten elements of our *Great teams* framework as our guide, we'll learn about

- the elements that make a great team
- creating a shared purpose and direction
- how to work well together to achieve our purpose
- positively managing conflict and tensions
- creating positive environments where everyone can succeed

Amazing together

Using our Amazing together framework as our guide, we'll learn about

- relationships and why they matter
- networking and community building
- collaborating and working with others, about the North East Together collaboration framework
- understanding and navigating systems/ ecosystems

Ending well

We'll end well by

- looking back – reflecting on the programme and our learning and development journey
- making plans – about what we'll learn next
- looking ahead – looking to the future with confidence in our individual and collective leadership, deciding what your learning group will do next together
- celebrating our achievements

By the end of the programme you'll

- have a solid grounding in leadership ideas, skills and knowledge
- understand yourself much better
- have been able to explore your workplace dilemmas
- developed relationships with fellow social leaders
- have a personal development plan to steer your future learning and development journey

...ready to thrive in your leadership role.

Our approach and how you'll learn

Create and nurture a learning community

We know learning is a collective experience as well as an individual one. We will form a learning group together, with high trust, allowing you to collaborate with, share with, and learn from, each other as well as from us.

We encourage you to build relationships and support and learn from each other while on the programme and after.

Time to think

We know time to think is hard to come by in our busy work lives. We build into the workshops and sessions time and space to think on your own as well as in pairs and small groups. We encourage you to also create your own time and space to think outside of the sessions both alone and with your peers in your learning community.

Learn it today, use it tomorrow

We use current thinking and relevant theory alongside practical frameworks, models and tools for you to use and practice in the workplace with your team. We also encourage you to bring your practice into the sessions to make sure learning is applied.

Leadership as a practice

We believe leadership is a practice. To us, this means leadership is open to everyone, we learn by doing and, as it's a continuous process, you'll never stop learning and will get better at it over time. It also means you're not on your own. It's a collaborative and shared activity where you learn and grow with your peers to share what you do and learn from each other to build up your individual practice and at work.

Thinking environment and trust

The way we work and the commitments we make to working well together are informed by Nancy Kline's Ten Components of a Thinking Environment and Brene Brown's BRAVING framework.

We use these frameworks to create the right environment to think, learn and work in, and to contribute to creating psychological safety in a group.

Facilitate, not teach

We know you're engaged and motivated adult learners so our role is to facilitate your learning, creating (as far as we can) a good environment for learning. We know there's not one way to lead so we aim to provide the space for you to work out what you need to know, do and feel to be the confident leader you want to be.

What to expect

...before each session

We aim to send you each session's joining instruction about a week before the session. This will give an overview of the session so you know what to expect plus any questions or prompts we'd like you to think about in advance.

...during each session

We aim to create engaging and interactive sessions. We design sessions to deepen knowledge, understanding, confidence and practice. We use a mix of short presentations, group work and individual exercises to share and engage with the material.

We know people learn in different ways and hope the way we run the sessions has something for everyone.

...after each session

We aim to follow up each session within about a week. We'll share the slides, learning resources and any other resources we use in the session.

The follow up will include anything we create together in the sessions plus collated resources referenced in the session.

...between sessions

We may invite you to complete reflection or other self-directed learning tasks or to practice something we shared in the session.

About us

Yes We Can

We develop social leadership in the north east.

We're part of an ecosystem that supports and develops social leadership across our region. Together we work so our civil society is impactful, resilient and influential.

We work with social leaders to be better leaders, managers, trustees, networkers, collaborators, facilitators, coaches and mentors. We offer training programmes, workshops, coaching, mentoring, action learning, facilitation and other initiatives.

The Yes We Can team is Robert Laycock, Stephanie Cole, Cath Brown, Duncan O'Brien and Marie Foalle. We've been working together since 2016.

Keep in touch

www.yeswecan.community
Twitter/Medium
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