



BAYES
BUSINESS SCHOOL
CITY UNIVERSITY OF LONDON

Aspiring Chief Executives

Leadership development programme

Dates:

This mixed delivery programme begins on 20 June 2024.

For the full list of programme dates please see our website.

Cost:

£2,795 (no VAT) per person.

The programme fee covers the 6 in-person workshops, three online half-day Action Learning Sets, and all programme materials and administration.

A bursary is available for this programme where the applicant is from a small organisation with a turnover of less than £500,000. For more information please visit our website.

Booking:

Please visit

bayes.city.ac.uk/cce/ace

or contact CCE@city.ac.uk

PROGRAMME OVERVIEW

This highly interactive and experiential programme, offered by the Centre for Charity Effectiveness (CCE), is designed to offer in-depth leadership learning that allows senior leaders to integrate their professional development with the demands of a busy role. It will provide you with the opportunity to take stock, build confidence in your current leadership role, and develop your potential further, whether you are looking to strengthen your current capabilities or hoping to step up into a chief executive role.

WHY CHOOSE OUR ASPIRING CHIEF EXECUTIVES PROGRAMME?

Our Aspiring Chief Executives programme (ACE) is ideal for busy nonprofit leaders who want to stretch themselves, and who feel ready to take that step up to become chief executives. This flagship programme has been designed to encompass a series of engaging, and highly participative sessions that support reflection, interactive group and peer learning, and the practical application of new thinking to emerging and real-world challenges.

ACE is designed to help you increase your confidence and ability in your current role and context; to appraise the role and task of chief executive as a future career option; and to maximise your ability to lead effectively in the nonprofit sector. The programme encourages you to ground and develop your personal leadership capabilities, and to build a strong peer network. We place special emphasis on nurturing your relational leadership style; on developing your adaptability and agility as a leader; and on your capacity to develop flexible yet sustainable operations, resources and strategy for your organisation.

WHAT YOU WILL GAIN

- Appraise the role of chief executive, understand the behaviours and qualities required of the role and stretch yourself in your current role
- Develop your leadership presence, your personal leadership capability, and build your confidence to lead with agility
- Understand how to improve organisational effectiveness through operational flexibility, responsive financial leadership, and sustainable strategy
- Hone your leadership abilities - enhance your presence, communication, and relational leadership of remote and hybrid teams
- Build an enduring peer support network for your ongoing development and your future career
- Determine how to shape an organisation through positive relationships, dialogue and action, and to incorporate equity, diversity and inclusion
- Be inspired by the career experiences of successful nonprofit chief executives and get robust coaching from peers on how to apply different leadership perspectives to the practical challenges you face in the workplace.

WHO SHOULD ATTEND

This programme has been designed specifically for senior leaders who are already employed within the voluntary, community and social enterprise sector, who would like to enhance their senior leadership capabilities or who are considering the step up to a chief executive position. To be eligible for the programme you need to be currently in a post reporting directly to a chief executive yourself, and leading a team of staff.



WHAT TO EXPECT

The ACE programme includes a series of six in-person workshops, three online Action Learning Sets (ALS), one online evening event and provision of a wide range of related learning materials and resources. Please see our website for a full list of dates. All modules in this programme will be delivered in-person at Bayes Business School from 10:00 to 17:00 on Thursdays and from 09:00 to 16:00 on Fridays. All Action Learning Set sessions will run from 14:00 to 17:00.

ONLINE WORKSHOPS

Three modules delivered through six in-person workshops, which will cover the following themes and topics:

- Resilient and relational leadership
- Influence and negotiation
- Responsive financial leadership
- Working with the board
- Leading change and transition
- Leading with adaptability and agility
- Collaboration and system leadership
- Stepping up into a CE role and looking to the future.

These modules will be facilitated and delivered by our ACE programme leaders, with contributions from other subject matter experts and current nonprofit CEs.

ACTION LEARNING SETS

Three online Action Learning Set (ALS) meetings will be led by the programme leads. Action learning is a method of peer learning which uses enquiry and problem solving to enable participants to find practical ways for dealing with real work challenges and dilemmas. It emphasises learning through action and applying learning and experience in practical ways. There will be opportunities for additional ongoing, self-managed ALSs throughout the programme.

EVENING EVENT

An informal 'in conversation' session with current charity and nonprofit CEs takes place online partway through the programme. The date for this event will be confirmed at the start of the programme.

PREPARATION WORK, PROGRAMME MATERIALS AND RESOURCES

The programme is supported by a range of materials and resources. To get the most from attending the workshops, we will ask you to do some advance preparation; this is usually a mixture of individual reflection and some reading or occasionally some 'thinking together' with other programme participants in small groups. We also offer a variety of suggested follow-up activities and resources for you to use.

PROGRAMME LEADERS

The programme will be co-facilitated by programme leaders Mandy Hetherton and Lisa Barry. During the programme you will also hear from a range of other external speakers and sector experts.

Mandy Hetherton is a Visiting Lecturer with the Centre for Charity Effectiveness (CCE), and an accredited Professional Executive Coach, facilitator and action learning specialist. She has also provided leadership development and executive coaching for a range of national and local charities.

Lisa Barry is a Visiting Lecturer and consultant for the Centre for Charity Effectiveness (CCE). She is a coach, facilitator and business psychologist who has worked in learning and organisation development roles in the public and charity sector for over 25 years.

Centre for Charity Effectiveness

Intellectual leadership:
developing talent,
enhancing performance



For more information, visit:
www.bayes.city.ac.uk/cce

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