

Discover Programme

This four-week online introduction to leadership is designed to help you gain insight into who you are as a leader and how to develop. You'll discover the key skills required to build your leadership potential, strengthen your networks and map your future development.

Effective leaders help organisations thrive, with the skills and self-awareness to drive both social and organisational change. Leadership is not restricted to those with a manager title – it's for formal and informal leaders alike. Whether you work in the public or private sector, a charitable organisation, run your own business, volunteer or operate independently, the truth about leadership is that we're all doing it, but we're not all doing it to our full potential.

The **Discover Programme** is a great first step or refresh for *anyone* looking to develop their leadership capabilities in order to transform their organisations, communities and the world around them.

Course Detail

- 2–4 hours/week commitment
- All levels of experience welcome
- £50 + VAT
- Certificate upon successful completion

Course Features

- 4-week programme offered exclusively online
 - 2 live classrooms
 - Self-paced learning
 - 2 'Fireside Chats' with leaders from the sector who'll share their experience
 - Develop your professional and social networks
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Eligibility criteria

Leaders at any level

Whether you're an aspiring leader, new manager, volunteer or seasoned CEO, the programme will help you to better understand yourself, your organisation and your ongoing development needs.

Passionate about change

Your interest in using leadership skills and knowledge to drive change and make the world a better place is paramount.

Keen to develop

Your determination to develop so you can effectively lead change is all you need to take part in the programme.

Outcomes

Good leadership is a necessity for effective change. Our sector currently faces unprecedented levels of scrutiny, requiring leaders who can meet the ongoing challenges of a rapidly changing environment, with the ability to manage our trees, forests and woodlands to deliver against multiple social, political, environmental and economic outcomes.

The Discover Programme will help you gain clear insight into who you are as a leader, where your strengths lie and how you might develop going forward. You'll get the opportunity to reflect on your own experiences and skills and contextualise them using a variety of accessible tools and techniques.

Build relevant and effective leadership skills

Develop the leadership capabilities needed to tackle the challenges of managing trees, forests and woodlands to deliver against multiple outcomes.

Learn to lead with confidence

Boost your confidence in your leadership abilities and learn to confidently navigate complexity, uncertainty, and change.

Increase self-awareness

Become more effective in your leadership role, learning how to enable high-performance within your teams.

Receive peer-to-peer support

Through the use of online communication platforms, you will gain access to a peer group of sector leaders who will support and challenge you to develop further.

Create a Leadership Development Plan

Build an actionable Leadership Development Plan to help you continue your leadership journey.

Join an online community of changemakers

Become a member of our online community to connect and collaborate with changemakers across the social sector and beyond.

What you'll learn

Programme learning will be guided by Clore Social Leadership's [Social Capabilities Framework](#) and Leadership Development Model. The Social Capabilities Framework will guide you through the development of inspirational, empowering, courageous, focused, passionate and generous leadership capabilities – qualities essential to any effective leader.

You will learn how and what these skills and behaviours look like in action, where your strengths and areas of improvement lie, and how you can develop and encourage them in yourselves and others.

Know Yourself, Be Yourself, Look After Yourself

Leadership development starts with self-awareness. The most successful leaders critically assess their strengths, weaknesses, motivations and values. Leadership is tough, so it is important to build physical and emotional resilience, and look after your own wellbeing so you can respond effectively to leadership challenges.

Social Leadership Capabilities Framework

Being a leader requires certain capabilities. The Social Leadership Capabilities Framework outlines the attributes, behaviours and skills required for successful sector leadership. The framework illustrates how and what these skills and behaviours look like in action. Having a framework enables leaders to reflect and assess their current skills. It empowers them to identify gaps and plan their personal and professional development.

Programme outline

Week One

Know Yourself, Be Yourself, Look After Yourself

Week One is about developing a clearer understanding of your leadership style through personal reflection. It is focused on reviewing the personal qualities that social leaders have and how they're demonstrated, providing a great opportunity to increase self-awareness.

Week Two

Assessing Context

Week Two is all about taking a step back and asking yourself "why?". Why do you do what you do? Why does your organisation exist? Diving deeper into these two fundamental questions, we'll investigate the importance of assessing and understanding context for leaders.

Week Three

Working With and Through Others

None of us exist or succeed in isolation. In Week Three we'll look at how you work with and through others. We'll challenge you to look at how your teams currently work and help you understand how your leadership can impact the team.

Week Four

Take Action

Week Four consolidates the learning from the previous three weeks and helps you chart the next steps in your leadership development. This final week you will gather your insights and create an actionable Leadership Development Plan to help you continue your leadership journey.

How you'll learn

The journey

Designed to fit around and complement your day-to-day work, the programme is structured over four weeks, each week containing a practical and reflective task for you to complete before the end of the week, focusing on a core component of leadership.

Tasks

Tasks won't be assessed, but we strongly recommend completing them to solidify learning.

Time Commitment

To get the most out of your learning, we recommend allocating between 2–4 hours a week on the course and interacting with your peers as much as possible!

Live Classrooms (online)

During the programme there will be two live seminars where you and your cohort will discuss the issues you've been working on. In addition, the course will feature two 'Fireside Chats' with sector leaders who'll share their hard-earned experience for your benefit.

Frequently asked questions

Who should take this course?

This course is for *anyone* who wants to develop as an effective leader. Anyone, from early career to senior level, working with forests, trees and woodlands is welcome to apply.

Previous participants have included charity leaders, public sector employees, private sector employees, social entrepreneurs, team leaders, volunteers, independent consultants, students and more. The primary criteria for entry is a curiosity for and willingness to reflect and apply new tools and learning.

What is the time commitment?

It differs from person to person, but we suggest allocating between 2–4 hours a week. As with most things, the more you immerse yourself in the programme, the more you'll get out of it.

I work full-time, can I take this course?

Yes – the programme is designed to be flexible to your schedule.

I'm not a formal manager/leader. Can I still take this course?

Yes – this course is for anyone who leads projects, meetings, activities, etc. in a work context. It is for formal and informal leaders alike, with a focus on the traits of leadership that are not restricted to formal managers.

[Apply](#)

The submission deadline for applications to the Discover Programme is **31 August 2022**. The course will begin in the week commencing 17 October 2022.

We expect places for the programme to fill quickly and would recommend applying early in order to increase your chances of getting on the course. In the application you may be required to provide details of a sponsor (a line-manager or senior colleague, for example) who can acknowledge your participation and the time commitment necessary for successful completion of the programme.

Spaces are limited to five per individual organisation. In the event that we receive more than five applications from a particular organisation, further vetting procedures may be undertaken.

The Discover Programme benefits from as diverse a cohort as is achievable – we strongly encourage applicants from all backgrounds to apply for this opportunity. By collaborating, supporting and challenging one another, leaders can have a significant collective impact across the sector.

The fee is £50 + VAT, payable upon successful admittance to the programme.

[Click here to apply.](#)

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