

## Emerging Leader Programme

This 6-month programme is designed for emerging leaders who work or volunteer with trees. It will allow them to build their leadership potential, strengthen their networks, and drive both social and organisational change.

Commencing in January 2023, the Emerging Leader Programme will offer access to a wealth of development activities designed to help participants build the skills, knowledge, and networks needed to lead change effectively.

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### Course Detail

- £150 + VAT
- Multiple methods of delivery
- 20–24 days commitment
- For sector leaders with 3–6 years' experience

### Course Features

- 6-month programme
  - Online community
  - Self-paced learning
  - Clare Social Leadership Fellowship upon successful completion
  - 'Fireside Chats' with leaders from the environmental and third-sectors
  - £1,000 travel and training bursary to cover travel and future development needs identified by the programme
  - 1-year membership with the Institute of Chartered Foresters
  - Mentorship from a member of the ICF
  - Free access to the new UKFS online training series (2024)
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### Eligibility criteria

#### *3–6 years' experience*

This experience could be paid or voluntary, and can include leading projects, teams, volunteers and/or departments.

#### *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 yourself so you can effectively lead social and organisational change is a highly important criteria for your application.

## Outcomes

You will be guided to develop 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.

### *Build relevant and effective leadership skills*

Develop the leadership capabilities required to tackle the ongoing 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 efficiency, self-awareness and team performance*

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

### *Receive peer-to-peer support*

Gain access to a peer group of emerging leaders who will support and challenge you to reach your full potential.

### *Develop solutions to real-world issues*

Take on challenges you are currently facing in your organisation.

### *Become a Clore Social Fellow*

Join the Clore Social Leadership Fellowship upon successful completion of the programme.

### *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.

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## Programme elements

The programme will help participants build the skills, knowledge, and networks needed to lead social change effectively.

### *Discover Programme*

A four-week online learning module which uses a self-reflective model to guide participants through the core components of social leadership development. Participants will finish the programme with a long-term Leadership Development Plan, ready to make the most of the subsequent elements of the programme.

### *Online Modules*

The programme will provide optional learning modules based on your needs and interests, in addition to a number of essential modules including: Focused Strategist; Inspiring Communicator; Empowering Enabler; Leader As Coach; Generous Collaborator; Passionate Advocate; Courageous Changemaker; and Resilience.

### *Fireside Chats/Expert Speaker Series*

Learn from other people's experience. The fireside chats are an opportunity to hear from leaders working in the environmental and third-sectors about their own experience of leadership, their failures and tips they learnt along the way.

### *Professional Coaching*

Coaching is designed to provide you with the guidance and support to identify your personal and professional goals and get closer to reaching them.

### *Action Learning Sets (ALS)*

Action learning is a tool designed for leaders to learn from other leaders. It uses the combined wisdom and skills of a diverse group of people to work through real situations they face in the workplace.

### *Lumina Spark*

A personalised psychometric profile tool that provides highly interactive and fun experiences for learners to explore who they are.

### *Six half-day online learning days*

Featuring Clore Social Leadership's expert facilitators delivering key leadership sessions, these learning days are a great opportunity for an immersive experience, deep-diving into key content, and strengthening connections between participants.

### *Additional elements*

Including webinars, Peer Innovation Project, secondment / placement (optional), mentoring.

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## **Training methods**

The programme learning will be guided by Clore Social Leadership's [Social Capabilities Framework](#) and Leadership Development Model. Using their Leadership Development Model, 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. You will be guided to develop inspirational, empowering, courageous, focused, passionate and generous leadership capabilities – qualities essential to any effective leader.

### *Know Yourself, Be Yourself, Look After Yourself*

Leadership development must start 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 the challenges of leadership.

### *Social Leadership Capabilities Framework*

Being a leader requires certain capabilities. 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 Social Leadership Capabilities Framework outlines the attributes, behaviours and skills required for successful sector leadership. The Capabilities 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 leadership gaps and plan their personal and professional development.

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## **Frequently Asked Questions**

### *Do I need any specific qualifications to access the programme?*

No, you don't need to have any specific academic or professional qualifications to take part. It's designed for those with 3–6 years' experience leading teams, projects, volunteers, and/or departments – this could be gained from public or private sector organisations, charities, community groups, independent practice, and more.

We know that leadership development training can be difficult to access and aim to make it accessible to those with minimal prior training. Your passion for driving change and experience in the sector are all you need to apply.

### *What counts as leadership experience?*

We classify the leadership experience required to meet the programme eligibility as professional, in-sector experience. This may have been accrued at different points throughout your career, at different organisations, and can be either paid or voluntary, leading people, projects or both.

Emerging Leader Programme applicants should be able to display at least three years of such experience. If your experience falls outside of these criteria, but you feel you are otherwise well suited for the programme, let us know why your experience is relevant and transferable in your application.

### *What happens once the programme is complete?*

The programme will deliver an informed, skilled and strongly interconnected cohort of tree professionals with the leadership skills to drive the sector forward and navigate future challenges.

As a Clore Social Leadership Fellow, you will join a large network of leaders from across the UK. Opportunities to connect with local fellows and continue learning will be supported, encouraged and facilitated wherever possible.

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## **Apply**

The submission deadline for applications to the Emerging Leader Programme is 30 September 2022. The programme will begin in the week commencing 16 January 2023.

Applications for the Emerging Leader Programme are currently limited to those based in England, but we are working hard to secure funding for applicants from Northern Ireland, Scotland and Wales. If you would like to be contacted if funding is secured then please fill in our [online expression of interest](#).

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. Competition for places will be strong – your application needs to outline exactly why you'd be suited to the programme and there will be an interview process to determine the final cohort (interviews will take place towards the end of October 2022).

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.

The Emerging Leader 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 £150 + VAT, payable upon successful admittance to the programme.**

[Click here to apply.](#)

[Download the Emerging Leader Programme Application Guidance document](#)

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This programme is funded by the Trees Call to Action Fund. The fund was developed by Defra in partnership with the Forestry Commission and is being delivered by the Heritage Fund.