



## Concept Note

# Leadership Development Programme Cycle 5

Forus, dedicated to supporting the capacity strengthening of its members, places a high priority on developing broader leadership skills through peer exchanges on leadership, social change, and the evolving roles of national and regional NGO platforms. Launched in 2017, the [Leadership Development Programme](#) aims to develop entrepreneurial and visionary individuals who will transform the functioning of CSO networks in the future. After 4 successful cycles in partnership with [Tamarind Tree Associates](#) and a long pause since 2021, Cycle 5 will begin in **November 2024**.

In 2024 Forus General Assembly, members began to explore what Inclusive Leadership means and looks like in civil society platforms. Inspiring a programme that aims developing Women Leaders as social change actors and preparing the next generation of leaders, who would steer the role of national NGO/CSO platforms toward social change in the 21<sup>st</sup> century.

This cohort of 12 women leaders will constitute a community of practitioners to stimulate debate and exchanges on participatory decision-making, social change and the evolving transformative change roles of national CSO platforms. The participants will afterwards act as multipliers in bringing the debate within the national/regional platforms and other civil society formations.

The program will facilitate peer-to-peer learning and innovation in inclusive leadership skills & practices. It will encourage NGO platforms leaders to reflect on their role and approaches for social change and bring the debate in their national contexts, with individual NGOs members of the platforms also. It will incentivise new communities/groupings of NGOs inclined to work more collaboratively with other stakeholders, particularly public institutions.

### Specific Objectives

- Equip current and emerging leaders of National and Regional NGO/CSO platforms, specifically women, with essential skills and the confidence to become effective agents of social change.

- Build awareness of each person’s negotiation style and preferred techniques while developing strategies to leverage past successes to improve future negotiations.
- Enhance the storytelling and knowledge sharing skills of women leaders to ensure the sustainability of the knowledge acquired, facilitating the inclusion and representation of diverse voices in decision-making spaces and problem-solving / negotiation situations.

## Approach and Methodology

Whilst [Tamarind Tree Associates](#) will provide important and stimulating input, the process will be highly participative, engaging the participants' own experiences and challenging them to develop, ask and to answer their own questions. This **inside-out** and **accompaniment** approaches engage not only the world of ideas but approaches the less-visible emotional and intentional dynamics to enable participants to identify their own will to work and any resistances that are holding them back.

In its approach, the programme facilitators catalyse cross-learning between participants; this generates a **horizontal learning dynamic** especially fruitful for a community of practitioners wanting to rethink and renew the way they lead. The workshop process leads back into action to ensure that participants can apply their learning to their real-world practice.

Practically, TTA will use a variety of methods & processes, like **free writing, levels of listening, asking better questions, simulations, individual/collective reflection, small group work, dialogue, daily review groups, artistic exercises, action learning** and others to facilitate learning of participants.

## Programme Core Components

The programme will be conducted with a cohort of 12 participants, held over a 9-month period, and will comprise of the following core components:

STEP	TIME COMMITMENT	DATE
<b>Online Introductions:</b> Meet & Greet	2 hours	November 2024
<b>Online Working session:</b> 1 <sup>st</sup> task	2 hours	December 2024
Face-to-Face Workshop	4 days	February/ March 2025

		*Date and location to be decided base on participants
Online Working session: Reflection webinars	2 hours	April 2024
Online final Writeshop	3 hours	June 2025

## Participants

Each national or regional platform will nominate the representative they believe will bring the most value to the development of the platform. The programme is geared towards high-performing women leaders or emerging leaders at senior, mid-management, or coordination levels, including members of governance bodies and internally in the platforms coordination team who are passionate about international and national negotiation, litigation, advocacy and public speaking or roles.

Each nominee will be requested to submit the following:

- a brief resume, including the day-to-day roles
- a brief motivation stating their interest in the programme and a short vision of leadership in the NGO/CSO sector.

The selection of participants will be shaped by Forus Capacity Strengthening Peer Committee, and it will take into consideration language, age, regional and experience diversity to have a diverse and coherent group of participants.

## Expected Key Takeaways

- Experience and knowledge sharing on barriers and opportunities to create space while recognizing privilege, inclusivity, and biases in civil society decision-making spaces.
- Awareness and practices to address risks, anxieties, and unknowns in fostering intersectionality in collaborative networks with limited financial and human resources.
- Tools and resources from partners' experiences to handle real-life ethical scenarios that require negotiation with diverse stakeholders, particularly public institutions or government representatives
- Documented case stories from Forus members advancing their platforms' leadership towards more inclusive, ethical, adaptive and collaborative models.