



## Training Programme

on

### Leadership for Emerging Leaders in Non Profit Organisations ( NPO)

**Centre for Lifelong Learning ( CLL) , SSW, TISS Mumbai in collaboration with The Common Purpsoe India Leadreship Academy ( ILA) though this training programmes aims to equip the emerging leadres with tools to reframe leadership, especially with the challenges that the social sector faces in this new world. With the successful pilot run and subsequent rounds, the Academy has ramped up its ambition to offer leadership programmes for both emerging leaders in the not-for-profit sector in India.**

**Rationale:** The not-for-profit sector in India is at various stages of development – in some pockets it is in early stages of development and others it is more mature. Also, the sector is huge but unorganized which means that the organizations are operating in silos with a more short-term approach.

One of the biggest gaps in the sector is that of human capital - building talent in high potential leaders, especially in the Hindi-speaking belt, which throws a lot of challenge on the sustainability of organizations. Working in the sector means that leaders have to deal with complex problems and systems to make change happen.

To groom the next generation of leaders who have a better strategic intent, influence beyond their immediate remit, and have a deep understanding of systems is therefore necessary.

The programme will equip participants with tools to reframe leadership, especially with the challenges that the social sector faces in this new world. With the successful pilot run and subsequent rounds, the Academy has ramped up its ambition to offer leadership programmes for both emerging leaders in the not-for-profit sector in India.

#### **About ILA:**

The [Common Purpose India Leadership Academy \(ILA\)](#) is a pioneering leadership programme in Hindi that develops exceptional leaders from the social sector. It was successfully launched in partnership with A.T.E.Chandra Foundation and Nilekani Philanthropies in 2021 and TATA Chemicals and HSBC Foundation with WWF in 2022-23.

A key part of the Academy is exploring the skills and competencies needed to embrace diversity and to lead outside their core circle; enabling them to work through partnership to tackle complex challenges. Through the programme, the participants will have a chance to practice this approach in real-time and then consider how they will use these new insights and diverse networks to create a greater impact in the communities they serve.

### **Programme Objectives**

The Academy focuses on building the leadership skills needed to run a successful social purpose organization and to have a wider impact on the not-for-profit ecosystem in India. The programme aims to develop skills required for successful leadership to thrive in the sector. The overall objectives are:

- Greater self-awareness and understanding of one's impact as a leader
- An understanding of one's personal leadership challenges and develop newer skills and competencies to better approach them
- Build networks and collaborative mind-set
- Increased understanding of the social purpose sector

### **Who is it for?**

Emerging leaders, who,

- are recognised within their organization as those who will rapidly progress to more senior roles.
- Have a minimum of 3-5 years of work experience, although there will be exceptions
- are identified as second line leadership, crucial for growth in their organization.
- have the potential and the ambition to enter into senior-level executive positions in the not-for-profit sector within the next five to ten years

**Date: 28th- 31<sup>st</sup> January 2025**

**Time :9:30am to 5:30 pm.**

**Venue: Room no. Armaity Desai Hall, Old Campus, TISS Mumbai.**

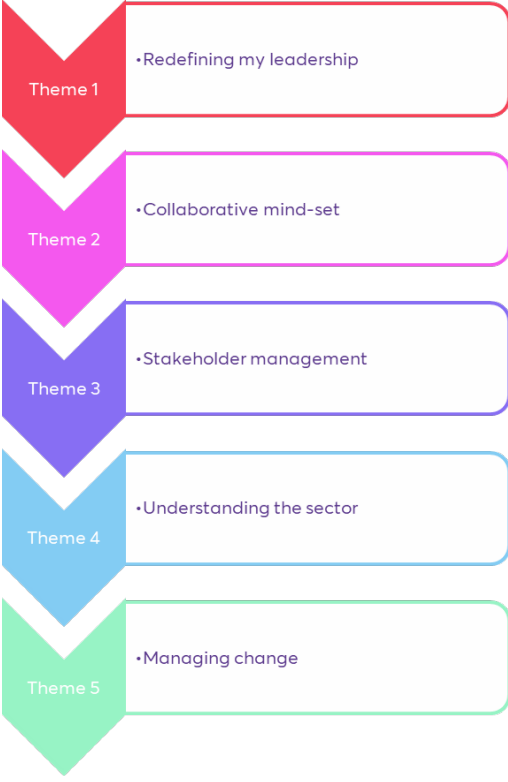
**Total no of Participants : 30**

**Registration Fee ( including breakfast. tea, snacks, lunch, dinner and stay ) :**

**Full fees for 20 participants – 75000/**

**Concessional fees for 10 participants - 20000/-**

## Other Programme Details

<p><b>Programme Duration</b></p>	<ul style="list-style-type: none"> <li>• 90min online kick-off session on zoom</li> <li>• One in-person residential workshop comprising of four days spread over one week (4 days)</li> <li>• Three online 90min reconnect sessions spread across 6months after the in-person workshop</li> </ul>
<p><b>Hours of mentoring</b></p>	<p>3 mentoring sessions per participant over 6 months</p>
<p><b>Modules covered</b></p>	 <p><b>Techniques</b></p> <ul style="list-style-type: none"> <li>• Peer learning through learning groups</li> <li>• Masterclasses on skill-building</li> <li>• Real-time simulation on driving collaboration and negotiating partnerships</li> <li>• Self reflection tools for better self-awareness</li> <li>• Coaching conversations</li> <li>• Access to different perspectives and inspiration though senior contributors and mentors</li> </ul>

<p><b>Post Programme Support</b></p>	<ul style="list-style-type: none"> <li>• <b>Three learning group sessions</b> to be conducted; once every 3 months for the alumni to come together to discuss the individual progress of personal action plan</li> <li>• <b>Impact stories</b> will be created around tracking the progress of all participants in terms of growth in their roles and responsibilities</li> <li>• <b>Optional organisational session</b> with both the program participants along with their broader team can be conducted to better implement learnings and insights from the program</li> </ul>
<p><b>Programme Highlights— what to expect?</b></p>	<ul style="list-style-type: none"> <li>• Leadership Self-Assessment tool on Leading Beyond Authority, administered by Common Purpose</li> <li>• Blended learning methodology to include synchronous (real-time online) and in-person residential workshop</li> <li>• Strong processes for deep reflection and learnings facilitated by Common Purpose facilitators.</li> <li>• Inspiration from external contributors from across sectors for experiential learning.</li> <li>• Personal Action Plan on developing leadership behaviours</li> <li>• Individual mentoring – 1:1 mentoring with senior leaders to help action our Personal action plan and learning from the workshop</li> <li>• Creating marketplace of ideas for participants and their organizations to come together to solve complex problems</li> <li>• Engaging with the alumni <ul style="list-style-type: none"> <li>· Track progress on personal action plan</li> <li>· Keeping the network alive for continuity in collaboration opportunities</li> </ul> </li> </ul>