



Case Study: Third Sector

ILM Accredited Leadership Development Programme

Introduction and Background

Richard O'Rawe of Stellar Leadership has been working with the Northern Ireland Council for Voluntary Action (NICVA) over the past three years to deliver a bespoke Unlocking Leadership programme for managers in the voluntary and community sector – the third sector.

Arising from a wider management development initiative funded by Atlantic Philanthropies, the objective for Stellar was to design a leadership programme, with accreditation, that would have an immediate impact on working managers.

Stellar's Contribution

At the same time the Management and Leadership Network (MLN) brought together a cross-sector steering group including representatives from the Community and Voluntary sector. Its aim was to create a cohesive and comprehensive approach to building world class management and leadership capabilities. Richard O'Rawe of Stellar leadership contributed to the work which resulted in the publication of "Leading...the way" by the Department of Employment and Learning.

Providing a Third Sector Solution

Stellar teamed up with an associate company, Unicorn Consultancy, to deliver an ILM accredited Award in Leadership to 60 third sector managers over three programmes. The challenge was, working with NICVA, to tailor the programme and the award to the needs of the third sector.

We recognised the need to demonstrate professionalism and high standards in the third sector and so we introduced an Institute of Management and Leadership (ILM) award for so that programme participants would have accreditation of international standing.

Unlocking Leadership Results

Independent feedback from NICVA demonstrated that the Unlocking Leadership programme resulted in actual behavioural

change with most participants reporting that they were more confident in themselves and better able to apply leadership practices learned on the programme. Overall, it was reported that:-

- Team leadership and team working improved as a result of changes participating managers made to their practice as a result of the programme.
- People better understood the concept of emotional intelligence and accepted the need to build better quality relationships with individuals if their performance and satisfaction is to be improved
- All of the 60 participants embraced blended learning techniques, using the online support as well as action learning based experimentation and practice.

Independent Evaluation

An independent evaluation of the programme included with a participant's comment that,

"We found the programme very worthwhile...the training provided recognised the needs and issues of operating within the voluntary sector; the organisation feels this is an important part of any training requirements for the sector.

The team approach has had a major impact on the organisation...all the staff are working together to achieve positive outcomes for the organisation."

Making Contact

If you want to learn more about our Unlocking Leadership programme, please contact:-

Stellar Leadership
401 City East
68-72 Newtownards Rd
BELFAST
BT4 1GW

T. 004428 9094 2010
M. 004475 2523 4311
E. info@stelliparleadership.com
W. www.stellarleadership.com