Leadership Development in the Non-Profit Sector

CLF-SSI Leadership Advance 2014

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stimulate • sustain • inspire

WHY

HOW

SO

Leadership Development?

Are we coming alongside with you in this journey?

What now?

DELOITTE UNIVERSITY PRESS SURVEY

Global Human Capital Trends 2014

86%

URGENT! IMPORTANT!

LEADERSHIP

"**remains the No. 1 talent issue facing organisations around the world,**"

"**Leaders at all levels**" **12 Critical Issues !**

the fact that only **13%** say they do an excellent job of developing leaders at all levels means that this area has the largest "readiness gap" in the survey.

People and leadership development is one of the 5 highest areas of priority for training needs among the MMOs.

WHY

Leadership Development?

- Ability to tackle complex challenges
- Supports succession planning
- Part of staff career development plans

HOW

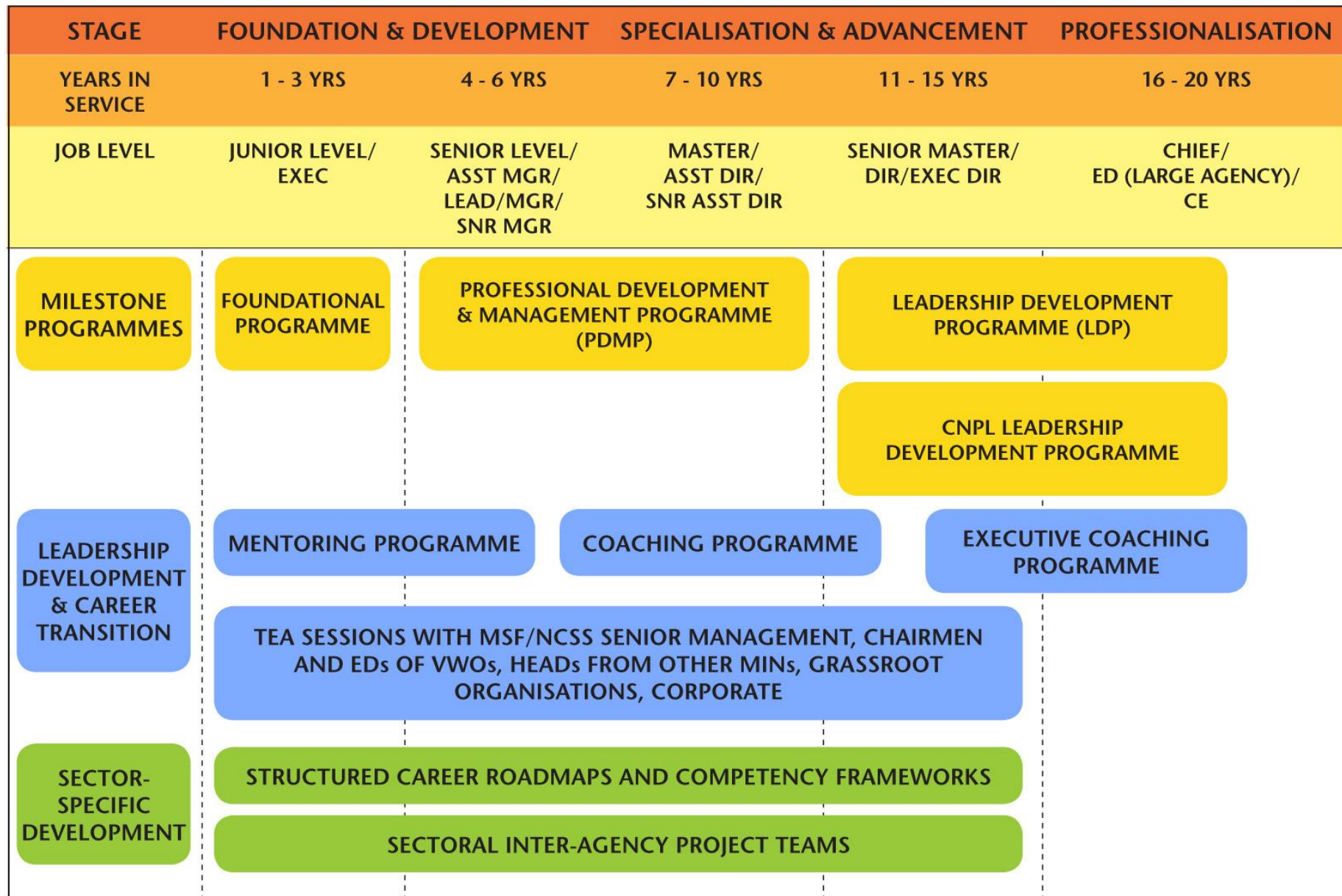**Are we coming alongside you in this journey?**

- Build a pipeline of leaders

- Enhance the quality of leadership in the sector

- Support succession planning

Qualities and Abilities of a Social Service Leader

Strategic Agility
Team Leadership
Analytical Ability
Operational Efficiency
Innovative Thinking
Relationship Building
Strategic Communications
Decision Making

Client-Centric
Resilience
Compassion
Integrity

SOCIAL SERVICE LEADERSHIP
PASSION TO SERVE

The Big Picture

STAGE	FOUNDATION & DEVELOPMENT		SPECIALISATION & ADVANCEMENT		PROFESSIONALISATION
YEARS IN SERVICE	1 - 3 YRS	4 - 6 YRS	7 - 10 YRS	11 - 15 YRS	16 - 20 YRS
JOB LEVEL	JUNIOR LEVEL/ EXEC	SENIOR LEVEL/ ASST MGR/ LEAD/MGR/ SNR MGR	MASTER/ ASST DIR/ SNR ASST DIR	SENIOR MASTER/ DIR/EXEC DIR	CHIEF/ ED (LARGE AGENCY)/ CE

MILESTONE PROGRAMMES

- FOUNDATIONAL PROGRAMME
- PROFESSIONAL DEVELOPMENT & MANAGEMENT PROGRAMME (PDMP)
- LEADERSHIP DEVELOPMENT PROGRAMME (LDP)
- CNPL LEADERSHIP DEVELOPMENT PROGRAMME

LEADERSHIP DEVELOPMENT & CAREER TRANSITION

- MENTORING PROGRAMME
- COACHING PROGRAMME
- EXECUTIVE COACHING PROGRAMME
- TEA SESSIONS WITH MSF/NCSS SENIOR MANAGEMENT, CHAIRMEN AND EDs OF VWOs, HEADs FROM OTHER MINs, GRASSROOT ORGANISATIONS, CORPORATE

SECTOR-SPECIFIC DEVELOPMENT

- STRUCTURED CAREER ROADMAPS AND COMPETENCY FRAMEWORKS
- SECTORAL INTER-AGENCY PROJECT TEAMS

Milestone and Capstone Programmes

Lead Self

Learners are entry level staff, or equivalent, with not more than three years of working experience in the Social Service Sector, and have the potential to lead people.

Lead People

Learners are first time managers and supervisors who are responsible for leading and motivating people, and have the potential to lead teams.

Lead Managers

Learners are Directors or equivalent who are responsible for leading teams and/or functions, and have the potential to lead organisations.

Lead Organisation

Learners are Executive Directors or equivalent who are responsible for leading organisations to drive business outcomes and support the missions and vision of the organisation.

Milestone Programmes   Capstone Programme

SO

What now?

- Is Leadership development something you are focusing on?

- Any plans in the pipeline to support this? Any active steps done to communicate this to your organisation?

- Will your staff be ready and prepared for leadership roles when the need arises?

Change will not come
if we wait for some other person
or if we wait for some other time.

We are the ones we've been waiting for.
We are the change that we seek.

Mr Barack Obama