

Admission Criteria

1. Core Participants (30 Places)

The applicant must fulfil the following eligibility criteria:




- a) be currently employed at senior managerial position of a HKCSS agency member
- b) with at least 5 years of working experience in the NGO sector

2. Affiliate Participants (15 Places per Workshop)

The applicant must fulfil the following eligibility criteria:

- a) be currently employed at senior managerial position of a HKCSS agency member
- b) with at least 5 years of working experience in the NGO sector

Selection Committee – Members of HKCSS Institute Steering Committee

-  **Mr K M Chan**
-  **Ms Irene Leung**
-  **Dr K C Li**

Programme Coordinator

-  **Ms Lois Lam**

The 2nd Executive Leadership Development Programme

Briefing Session	: 18 January 2017
Application Deadline	: 26 January 2017
Tuition Fee	: HK\$28,800 (camp fee not included)
Admission Announcement	: 6 February 2017

Programme Schedule

February to July 2017 (6 months)

Venue

Duke of Windsor Social Service Building, 15 Hennessy Road, Wanchai, Hong Kong

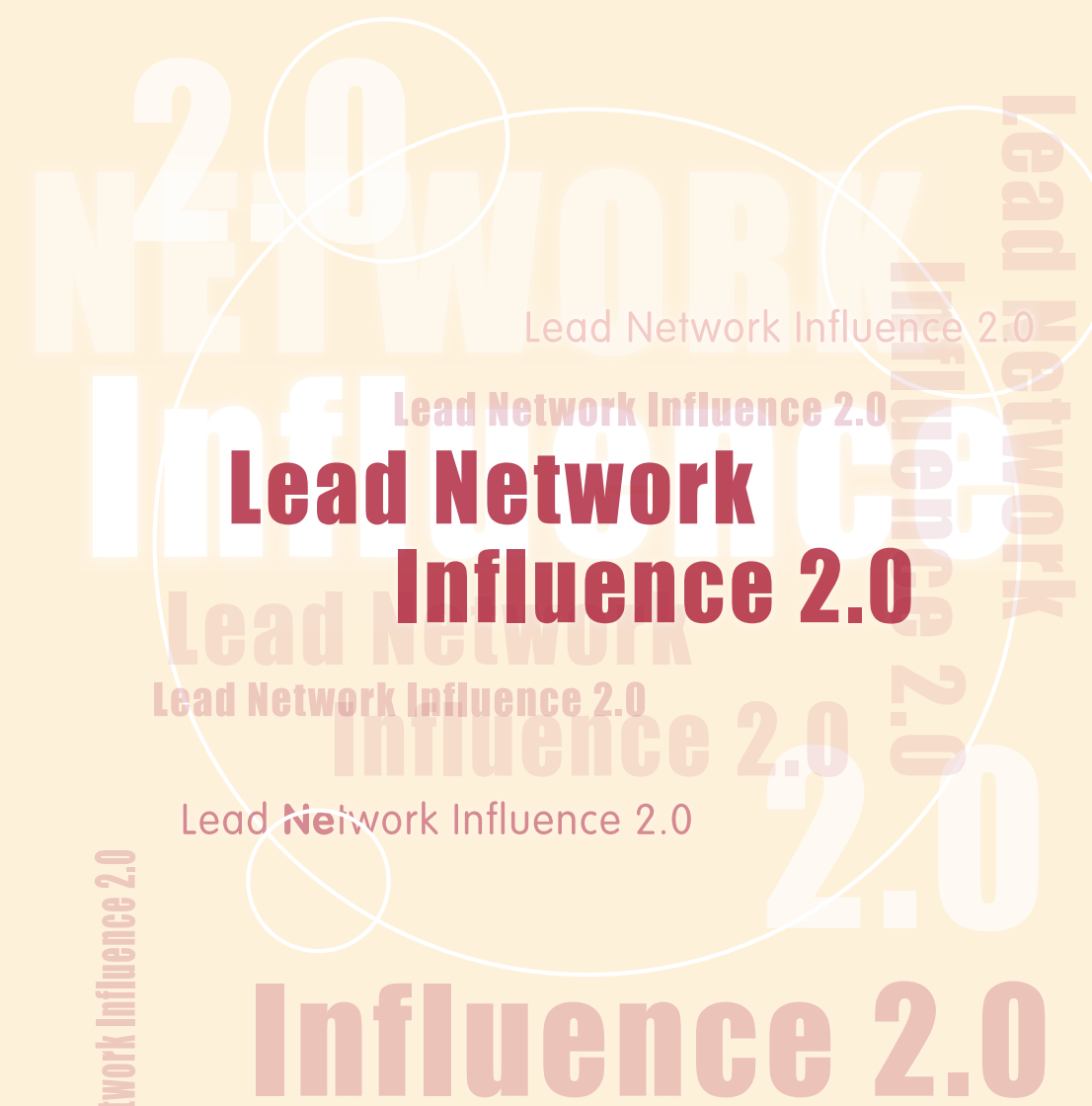
The 2nd Executive Leadership Development Programme

LEAD • NETWORK • INFLUENCE 2.0

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INTRODUCTION

The 1st cohort of NGO Executive Leadership Development Programme was held in 2010. Participants find the programme very practical and relevant to the challenges they are encountering, such as the increasing complexity of social problems, rising public expectation in governance, planning of strategy and system of management, etc. The peer network built has also been treasured by participants of the 1st cohort. Therefore, this “enhanced 2.0 version”, which is refined with the adaption of the NGO CEO Competency Model developed together with HKU, is designed to prepare new leaders of the sector to communicate effectively with different stakeholders to exert influence for the good of society and become the engine of the development of the sector.

This 120-hour leadership development programme will bring together 25-30 top executives to the same platform to share, learn and exchange ideas with cross-sectors, government, policy makers and opinion leaders.

Objectives

- To develop new leadership of the sector
 - Horizon spanning
 - Inspire new insights
 - Build sensitivity to social issues of concerns
- To strengthen affiliation, sharing and mutual support network
- To provide problem-focused training activities to enhance management capacity
- To facilitate sustainable development of both the sector and agencies through nurturing leaders for the sector

Benefits

The programme is designed to help new NGO leaders to build a solid foundation for success:

- Yield greater leadership and management skills through the all-rounded and professional management programme especially designed for NGO
- Broaden the professional network with different sectors
- Improve the problem-solving ability via the problem-focused activities
- Complete the programme in a flexible and non-intensive pace to coordinate with job needs

Methods and Approaches

The leadership development programme is not about a single training event but a 6-month process that incorporates a range of problem-focused activities including:

- Leadership development assessment and coaching
- Workshops and seminars in 3 modules
- Peer group learning and support - NGO and business cases analysis & own case sharing and analysis
- Networking luncheon and/or visits with stakeholders
- Group projects with mentoring support from alumni

Who Should Enrol

- **Whole Programme** – NGO leaders occupying executive positions. In order to ensure high-quality experience, the enrolment is limited to 30 core participants. Nomination by Board of Directors is required. (Priority will be given to applicants who have board-level engagement and involvement in Public Services, if over enrolment exists.)
- **Workshops** – For some selected workshops, other NGO leaders and top executives are welcome to join. The affiliated group of participants is limited to 15 participants per workshop.

Key Programme Components

- **Reflective Assessment and Individualised Action Planning**
 - A self-assessment test related to attitudes, tendencies and behaviours to evaluate the leadership attributes.
 - One-on-one debriefing to give development recommendations derived from the assessment report and observations. An individualised action plan would be devised with the support from an experienced professional coach.
- **Transferral and Synthesising Knowledge from Different Sectors**
 - Guest speakers and resource persons coming from the government, corporations and professional bodies will be invited to share their valuable visions and experience with participants.
 - Knowledge and practice wisdom generated will be presented and discussed with reference to their application in the NGO sector.
- **Peer Learning & Group Project**
 - Participants are invited to prepare and present a case and lead sharing on workshops on different NGO management issues. Breaking into small groups, peers will work together on the challenges presented.
 - Each group will also work on a group project about network and influence.
- **Community Networking & Meet-the-people Talks**
 - Talks in the format of luncheons and visitations will be organised every month to meet government officials, community and opinion leaders to address common challenges, exchange ideas and share remedies.
- **Mentors and Resource Persons**
 - Senior and experienced executives from the NGO sector would be invited.

The Programme

- **10+ Workshops**
- **Six Meet-the-people Talks**
- **One 2-day Camp**

PROGRAMME SCHEDULE

(Feb to Jul, 2017)

MODULE 1 (Feb – Apr)	Lead with Purpose (PEOPLE – Social and System Intelligence) <ul style="list-style-type: none"> • Influential and Effective Leadership • Strategic Thinking and Visioning • Strategic and Sustainable Management of Organisations and People • Working with Board
MODULE 2 (Apr – May)	Network and Influence (COMMUNITY – Boundary Spanning) <ul style="list-style-type: none"> • Working with Government & Networking in Community • Leadership Expression in Public Communications • Managing Crisis • NGO Branding
MODULE 3 (Jun - Jul)	Organisational Health and Growth (ORGANISATION – Operation and Development Savvy) <ul style="list-style-type: none"> • Assessing and Improving Organisation Health • Technology and Knowledge Management • Leading and Managing Innovation and Change
REFLECTIVE LEADERSHIP CAMP (Apr)	<ul style="list-style-type: none"> • Reflective learning and sharing

Certificate and Course Requirement

Certificate will be conferred by HKCSS Institute to core participants who fulfill the course requirement.

1. Core Participants:

- 80% attendance of the whole programme including workshops, camp, meetings, luncheons, visits AND
- Participate in the Leadership Assessment and Individual Action Plan AND
- Write a case on a selected management topic and lead a discussion session AND
- Participate in group project

2. Affiliate Participants: Eligible to join luncheons, guest speakers’ sharing and some of the workshops.

Course Fee and Subsidy

- **Core Participants:** HK\$28,800, excluding the 2-day camp, including lunches and visitation specified in the programme. A studentship of HK\$5,000 will be offered to participants who can successfully fulfill the programme requirements. Staff from eligible Agency Members can apply for subsidy from NGO Capacity Development Fund.
- **Affiliate Participants:** HK\$650 for joining a half-day workshop.