



Clore **Social**
Leadership

Guide. Empower. Engage.
cloresocialleadership.org.uk

2019 Highlights

Discover the
power of leadership
development



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“The social sector contains an abundance of talented leaders and it is critical that we support them to grow and develop and drive even more positive and lasting change.”

Sir Ciarán Devane, Chair, Clore Social
CEO, British Council



About Us

Our vision

A society enriched by a social sector led with skill, efficiency and ethical values.

Our mission

To provide social leaders with appropriate, affordable and quality leadership development.

“We are fortunate to have such diverse and inspirational leaders as Clore Social Fellows, whose generosity and collaboration is transforming the world around us.”

Shaks Ghosh CBE, CEO, Clore Social



Our drive

We believe that high quality and accessible leadership development is key to an efficient and collaborative social sector.

Our expertise

For over a decade, Clore Social has enabled leaders to realise their full potential as drivers of change through impactful development programmes.

Our impact

We have developed a strong community of Clore Social Fellows who share a set of core values around generous and ethical leadership.

Discover

Discover is a four-week online learning module which uses a self-reflective model to guide participants through the core components of Clore Social's approach to social leadership development.

Reflection matters

We don't only learn from experience.
We learn from reflecting on experience.

Highlights in 2019

-  Supported twice as many leaders as in the previous year
-  Delivery of 10 Discover modules
-  Pilots in collaboration with the Youth and Arts Sectors

“I have learnt so much about myself and my professional approach... it has felt good to be challenged and inspired.”

Gemma Wright, Head of Education, Camden Arts Centre



270
participants



9/10
programme
quality rating

Priorities in 2020

-  Continuous quality improvement
-  Scaling to new audiences
-  Inclusion of modules into existing programmes

Emerging Leader

This six-month journey is for those with three to six years' leadership experience. These programmes include a variety of online learning, residentials and coaching.

Leaders grow leaders

We invite and support the next generation of social leaders.

Highlights in 2019

-  Successful delivery of three programmes
-  Establishment of sector-specific partnerships
-  Conference for 100 Women and Girls Sector leaders

“This offers a unique space to learn about ourselves and how we can impact others, alongside other inspiring professionals committed to playing bigger to change the world.”

Katie McSherry,
Project Manager, Activate



43

participants



88%

of participants
expanded their
networks

Priorities in 2020

-  Continued partnership with the Service Charities Sector, Women and Girls Sector and the Youth Sector
-  Initiatives contributing to national health and wellbeing
-  Enabling more leaders from under-resourced sectors to participate in our programmes

Experienced Leader

This programme gives senior leaders access to a network of peers to work through their unique challenges and opportunities, in addition to coaching with leadership experts, action learning and online learning.

Lifelong learning

Leadership is a lifelong journey. We need to develop different skills and capabilities at different stages along the way.

Highlights in 2019

-  Responsible Finance partnership programme
-  Inclusion of expert-led workshops
-  Establishment of sector-specific partnerships

“We have restructured the organisation based on the deep thinking Clore Social enabled me to do. We’re more productive and purposeful as a result.”

Anna Trethewey, Executive Director,
The Centre for Education and Youth



42

participants



9/10

programme
quality rating

Priorities in 2020

-  Improvement of learning journey
-  Enhanced participant engagement
-  Increased digital learning opportunities

Place-based Leadership

These programmes support people from diverse backgrounds to build change together. This creates vital networks that can provide opportunities for collaboration, creative thinking, and peer support - all crucial to building a dynamic and thriving society.

Peer learning power

We learn most when doing challenging things with other people.

Highlights in 2019

-  Evaluation of Hull and East Yorkshire pilot (HEY100)
-  Initiatives in Liverpool, Sandwell and Wandsworth
-  Invitation to share learning at academic conference

“A lot more networks have been created, building an awful lot of capacity in one go.”

James Trowsdale, former Head of Public Partnerships for City of Culture 2017 (HEY100)



47

participants



8/10

participants improved efficiency

Priorities in 2020

-  Working with partners to develop across the UK
-  Assessing mid-term impact of programmes
-  Investment into further research and insights

Backpack

The Backpack is a curation of leadership development tools to help social leaders take the next step in their leadership journey, available for free on the Clore Social website.

19 Backpack tools

Learning by doing

We grow leadership capabilities while working to solve real problems.



Highlights in 2019

-  Launch of Backpack
-  Most visited pages on our website
-  Case studies to guide users

Leaders Now

Leaders Now is a series of free breakfast events for the social sector which aims to encourage networking, new thinking and collaboration on social and ethical leadership.

276 Leaders Now registrations



Sharing is caring

Friends don't let friends
reinvent the wheel.

Speakers in 2019



Alison Reynolds, author, researcher



Sir Tom Shakespeare, sociologist, broadcaster



Matthew Taylor, CEO, RSA

Innovations

Investigating new initiatives remains central to our mission, such as Find A Coach, the Peer Journeys programme, piloted with digital partners, and the establishment of local Clore Social Chapters across the UK.



Our plans for 2020

-  A Clore Social community
-  Upscaling digital innovations
-  Strengthening strategic partnerships

Reflections

Research, insights and evaluations have proved indispensable. From interviewing over 50 social CEOs in Talking Leadership to commissioning PhD research, we are on a quest for continual improvement.



Come on
a journey of
discovery.

Our pledge for 2020

- Enhanced programme impact measurements
- Revised and improved learning journeys
- Further investment in online learning

Special thanks to our partners



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