



**Do-Well
Learning**

Calm and Competent Leadership Programme

Do-Well (UK) Ltd

Do-Well's Calm and Competent Leadership Programme has been curated to respond to the challenges of leading in uncertain times, building on lots of thoughtful feedback that we have gathered from many of the people we work with.

The key message that has emerged from all our discussions is that people want two key things from leaders at this time – they wish their leader to be calm, and they wish their leader to be competent.

This brochure provides an overview of the sessions that we have developed to help build calm and competent leadership capacity for people and organisations, along with the costs involved, a timetable of the programme and introduces you to the Do-Well team that will be delivering this learning.

The programme has been designed so that you can choose to enrol in the full course and complete all the sessions, or you can pick and choose those that are most relevant to you and your work.

**We're looking forward to
working with you to begin
your calm and competent
leadership journey!**

If you'd like to talk to us
about the programme or
have any questions we'd
love to hear from you,
please get in touch with
ken.perry@do-well.co.uk

To book places on any of the
sessions in the programme
go to
www.do-well.co.uk/learning

The Learning Programme

01

Introduction to the programme

A short session to meet the team who will be teaching the programme, along with an opportunity to ask any questions you may have ahead of the programme.

02

Working and leading across systems

This session will provide you with a basic introduction to systems leadership theory and practice, along with some insights into some of the skills and tools such as public narrative that can enable you to galvanise action and achieve lasting change.

03

Thinking about systems leadership to influence practical change

A more detailed exploration of systems leadership and its application. This session will share learning from organisations that are taking forward systems leadership approaches.

Self compassion

This session will explore the work of Kristin Neff and others on self compassion. It will be an opportunity to delve into theory, consider the concept of self compassion and its relevance to calm and competent leadership. You will also have the opportunity to reflect on examples of compassionate leaders and develop practices for self compassion.

04

Change is a question of people and power

An introduction to the key components of community organising as defined by Havard Kennedy School's Professor Marshall Ganz. This session will set the context to the rest of the learning programme.

05

Purposeful and authentic storytelling – Theory

An introduction to the leadership technique of public narrative and its power in building and maintaining movements for change.

06

07

Purposeful and authentic storytelling – Practice

This session will enable you to build on the learning from the previous theory focussed session and give you the opportunity to practise public narrative.

08

Building and maintain relationships

We know that all our work only advances at the speed of trust, however, how much effort do we put into building and maintaining effective relationships? In this session we will take you through Professor Marshall Ganz and Harvard Kennedy School's work in this area and explore how developing strong relationships could work for you.

09

Coaching skills

Explore what coaching is, and is not, and when it can be useful. We will also look at some coaching models with a reflection on how you might use and build on these skills.

Means and ends. Getting structure right

To deliver long term, sustainable change, we not only need passion and insight, we need organisation and a flexible, dynamic structure for delivering change. In this session we will look at how we structure the change beyond organisational boundaries.

10

Strategy is a verb!

In this session we will argue that strategy is a verb and explore how we can bring strategy to life to achieve long term, sustainable change.

11

Organising – a method of achieving sustainable change

This session will explore organising in more depth, looking at how to organise, build and grow a movement for change.

12

13

Understanding and Using an Outcome Focus

A critical element of systems leadership is enabling collective action towards shared goals/outcomes. This requires a shared narrative and framework to measure success.

This session will introduce an outcome framework, develop a shared understanding of outcomes and explore how outcomes fit within the leadership space.

14

Commitment – keeping it going!

Keeping change going whether within your organisation or across systems is a challenge for all change makers. This workshop will introduce some Harvard principles around building and maintaining commitment to ensure change programmes retain their vibrancy.

15

Listening skills

Explore why listening is important for leaders and what makes a good listener with a chance to practice some key skills.

Civility & psychological safety

This session will include some learning from evidence based research around the impact of incivility (Farmer, Hurst and Turner) and explore how this can be part of a just and restorative culture.

16

Menopause in the workplace

This workshop explores what menopause is, its potential impact in the workplace and the challenges facing leaders when seeking to support those experiencing the menopause and for managers and colleagues who are providing support.

17

Resilience

Research indicates that the resilience of our response to negative external events rather than negative external events themselves determines whether we experience wellbeing. This workshop introduces the concept of Resilience and will enable you to start to explore ways to help you effectively deal with challenges, enjoy greater wellbeing, and pursue a life that you feel is most worth living. We will do this using principles drawn from the science and practice of positive psychology.

18

19

Mindfulness

Mindfulness is a lot more than a strategy to manage difficult situations. It is a way to cultivate a more balanced relationship to oneself in relation to the realities of life. This introductory workshop will explore the concept of mindfulness, examine mindfulness in the broader context of life and how we perceive things, and help us understand the foundation of processes that mindfulness rest upon.

20

Course wrap up

A chance for participants to reflect on learning and identify any next steps.

Costs

Individual sessions are £55 per person, per session and can be booked via our website

www.do-well.co.uk/learning

We are pleased to offer a discount should you wish to book five or more sessions, please get in touch with Rodger.Cairns@do-well.co.uk who will provide you with a discount code. Please also contact Rodger if you'd prefer to pay by invoice rather than booking through Eventbrite.

If you're interested in a bespoke programme for your organisation, we're happy to chat to you about what this could look like.

Timetable of sessions

All sessions will be delivered on Zoom and are available to book on Eventbrite via our website

www.do-well.co.uk

They will take place on the following dates:

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| 01 12th June 2024,
10am - 12pm | 08 12th March 2025,
10am - 12pm | 15 11th November
2025, 10am - 12pm |
| 02 9th July 2024,
10am - 12pm | 09 8th April 2025,
10am - 12pm | 16 13th January 2026,
10am - 12pm |
| 03 10th September
2024 10am - 12pm | 10 14th May 2025,
10am - 12pm | 17 10th February
2026, 10am - 12pm |
| 04 8th October 2024,
10am - 12pm | 11 10th June 2025,
10am - 12pm | 18 10th March 2026,
10am - 12pm |
| 05 12th November
2024, 10am - 12pm | 12 8th July 2025,
10am - 12pm | 19 14th April 2026,
10am - 12pm |
| 06 14th January 2025,
10am - 12pm | 13 9th September
2025, 10am - 12pm | 20 9th June 2026,
10am - 12pm |
| 07 11th February 2025,
10am - 12pm | 14 14th October 2025,
10am - 12pm | |

The team

All sessions will be delivered by members of the Do-Well band. If you'd like to find out more about us, click on our names to visit our profiles on our website.



Ken Perry



Rodger Cairns



Lisa Scully



Andy Zuntz



Stuart Irons



Gwenno Jones



Sue Powell



Karen Armstrong



Glynne Roberts



Margaret Hanson



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