

North East PEACE III Partnership Leadership in a Shared Society 28th March 2012

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North East
PEACE III
Partnership



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*A project supported by the PEACE III Programme managed for the Special EU Programmes Body
by the North East Peace III Partnership*

Phase 1 Leadership Projects

- 1a – Leadership in a Shared Society
(Elected Members) £87,068.25
- 1b – Leadership in a Shared Society
(Community Leaders) £322,892
- 1c – Leadership in a Shared Society
(Both elected members & Community Leaders)
£58,700
- All 3 projects delivered by WEA



Leadership in a Shared Society

Elected Members

- Deliver a bespoke training programme to 30 Elected members
- Training Needs Analysis undertaken
- Best practice paper of other courses delivered elsewhere in the work of leadership in a shared society
- Workbook to be designed for participants
- 8 x training sessions delivered
- 3 x site visits



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Leadership in a Shared Society

Community Leaders

- Deliver a bespoke training programme to 60 Community Leaders
- 3 x evening recruitment workshops
- Opening Residential
- Training Needs Analysis undertaken
- Best practice paper of other courses delivered elsewhere in the work of leadership in a shared society



Leadership in a Shared Society

Community Leaders

- Workbook to be designed for participants
- 3 x day Facilitative Leadership course
- 3 x site visits
- 3 x day Peace Building course
- Collaboration Workshop for resource allocation
- 7 Resource Allocation Projects
- Closing Conference



Leadership in a Shared Society

Elected Members & Community Leaders

- Deliver a cross council programme on Leadership in a Shared Society
- Opening Workshop
- Open evening in each of the 6 council areas
- 3 x Site Visit
- 2 x Workshops (to include 1a & 1b participants)
- Residential on Community Planning
- Closing conference – Collaborative Leadership in a shared Society



Key successful elements

- The TNA undertaken allowed a full understanding of the issues
- The best practice document allowed learning from elsewhere to be factored in
- The delivery mode was relaxing & informal yet well structured and touched on a range of hard issues
- The buy in of the CE of each council – enabled participants to be identified quickly

Conclusions

- Opportunity to meet with each other
- Now find more in common with each other and each others areas and have developed a greater understanding of each other differing perspectives and ideas
- Learnt to listen to each other and consider each other's points of view before stating their own
- More able to consider these opinions rather than out rightly dismiss them because they are different to their own views or opinions

Lessons Learned

- Civic leadership requires buy in and commitment from councils and from the political parties.
- Elected members need to see the benefit of it and need to see real added value to their participation in it
- The drive from a CE is key to its success; trying to achieve cross party representation is also crucial for real progress to be made against shared society objectives

Lessons Learned

- Ensuring good retention rates is crucial
- Skilful and respectful deliverers are important – helping people and making them feel at ease in the company of others
- Good ground rules and learning outcomes set at the start are essential for keeping the programme on track
- Monitoring and evaluating progress on an ongoing basis so as to affect change if and when it is required

Lessons Learned

- Ensuring that peace building is cleverly and creatively built in to programmes to ensure buy-in and interest of the elected members
- Role play, exercises and a focus on hard and challenging issues and tools in addressing these
- Community representatives require support to get them interested and engaged in a time intensive programme
- Local delivery team is very important

What we will do differently in Phase 2...

- One overall project delivered to elected and community representatives
- Allow more time for recruitment of participants
- Focus recruitment on areas where there has been low participation in the past
- Give participants an outline of the project at the beginning
- Give dates of events/training up front and stick to this dates as far as possible



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What we will do differently in Phase 2...

- Opportunities for joint learning
- Small budget to develop a project in each council area based on the learning from the project
- Use Phase 1 participants as mentors to the new recruits in Phase 2