

# LEADERSHIP EXCHANGE

2016

*"A great opportunity to walk in other people's shoes." - Dr Anne Hendry, Scottish Government*

*"I would highly recommend this programme. Working and learning together we really can make a difference." - Hilda Campbell, COPE Scotland*



Third Sector • Public Sector • Private Sector  
Middle Level • Senior Level • Chief Executive Level



- Case studies
- Benefits of an exchange
- Is it for you?
- The exchange journey
- How to get involved

# CASE STUDIES

**Claire Stevens, Chief Officer at Voluntary Health Scotland and Stuart Cable, Programme Director at NHS Education for Scotland**

“Strengthening cross sectoral understanding, improving strategic development and governance, providing different perspectives on policy consultation responses and participating in learning exchanges have been just a few of the opportunities and outcomes that have been achieved through Leadership Exchange.

It was an extremely positive, light-touch and flexible approach to understanding another’s perspective and gaining opportunities for organisational development from another sector. The meetings have proved not only to have been developmental for each partner but also beneficial for our respective organisations both strategically and operationally.”



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*“If you get the chance of taking part in the Leadership Exchange – do it. You will meet some great people and find a renewed enthusiasm for your work.”*

*- Fiona Wilson, Head of News, Scottish Government*

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**David Robb, Chief Executive OSCR, was paired with a Chief Executive of a local authority:**



“My exchange partner and I decided to focus on the personal leadership challenges we each faced. We alternated meetings in our offices and re-visited the main issues we had identified at the outset and explored recent developments and offered peer support and challenge.

We exchanged our experiences around organisational and cultural change, setting and communicating a vision and strategy.

I found this form of ‘mutual mentoring’ supportive and refreshing, giving me new insights into my leadership role and that of my exchange partner.”

## IS IT FOR ME?

### Do you want...

- ♦ An insight into another organisation and another leader's work?
- ♦ A confidential and supportive sounding board to discuss challenges and exchange ideas?
- ♦ To build stronger links and a greater understanding of other sectors and organisations?
- ♦ Increased confidence through peer support?
- ♦ Time and cost-effective development? (It's free to take part in!)

**Cross  
sector**

**185  
leaders  
matched**

**FREE**



## TELL ME MORE!

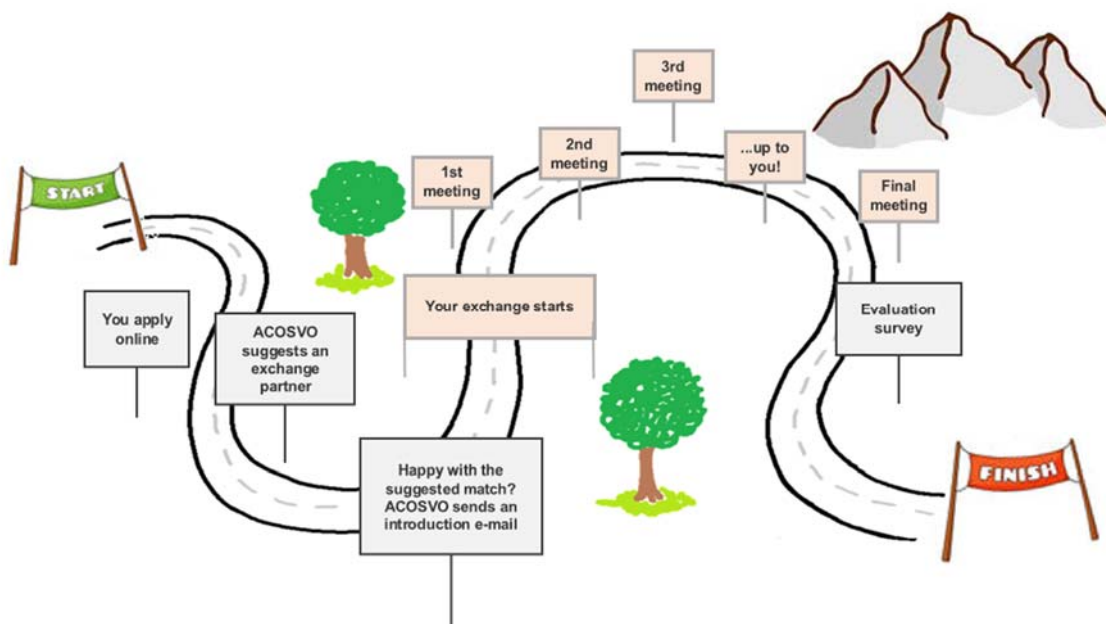
The Leadership Exchange Programme is a free cross-sector peer-learning leadership development initiative. It provides a framework for leaders to learn from each other across sectors to develop their own leadership skills and their abilities to work collaboratively.

A Leadership Exchange allows a rare insight into the different cultures, languages, environments and challenges other leaders experience. It will also offer you a fresh perspective on your leadership role and the opportunity to make essential connections in another sector.

An exchange takes the form of flexible meetings where you and your partner take turns to work alongside each other in your respective organisations. The length and format of these sessions are co-ordinated by you to suit your diary and learning goals, and comprise around 3-5 meetings for a duration of 6-12 months. Activities can include shadowing, meeting colleagues or front-line staff, paired conversations, attending meetings or events together - really, your exchange is designed by you and your partner!

Leadership Exchange is open to staff at middle, senior, and executive levels from all sectors in Scotland (public, private, and third) and is free to access.

# A Leadership Exchange journey



This is an example journey of a Leadership Exchange. What will *your* exchange journey look like?

## How to get involved...

To participate, simply complete the application form on our website and we will be in touch to discuss matching partners - [www.acosvo.org.uk/leadership-exchange-apply](http://www.acosvo.org.uk/leadership-exchange-apply)

For more information please contact our Development Officer Emily Martin on [emily.martin@acosvo.org.uk](mailto:emily.martin@acosvo.org.uk) or by calling 0131 243 2755

Leadership Exchange is a workstream of Workforce Scotland led by ACOSVO.

**FREE**

**Self-directed**

**Time-effective**

**Flexible**