

Leadership Support, Information Webinar

Q&A

What is the balance between theory / practical?

The focus of both programmes will be practical, with participants learning from both the programme facilitators and each other.

When will you confirm the dates for the Established Leaders course?

We will aim to get the dates online by the end of the week of 17th October.

Does it provide a formal level of qualification?

The programmes don't offer a formal level of qualification, we plan to have the Emerging Leaders programme recognised by [ILM](#).

What are the in-person commitments for the hybrid model?

Emerging Leaders London will be 50% in-person and 50% online, the in-person sessions will be delivered in a Central London location, likely in Aldgate. Established Leaders London will be in-person, again likely in Aldgate.

Do you have any info on the timings of the sessions - specifically whether daytime or evening?

All workshops, webinars, action learning sets (ALS) and masterclasses will be delivered during the working day.

How many people do you expect to be on the programmes?

For both programmes, there will be 12 people per cohort. For Established Leaders, in year one there will be one London cohort and one England cohort. For Emerging Leaders, there will be two London Cohorts and two England cohorts.

If you have a max capacity would there be funding for it to run again in 2023?

The next Emerging Leaders programmes will take place April - August 23 (England) and November 23 - March 24 (London). We'll confirm exact dates as soon as we can.

The next Established Leaders programme will take place September 23 - March 24. We'll confirm exact dates as soon as we can.

Standing Together are technically a domestic abuse focused organisation although our focus is on partnerships across a range of areas (housing, criminal justice sector etc) and the project I work on (The Housing First and Homelessness project) is homelessness specific. Am I eligible?

Yes, if the main aim of your role is to support people experiencing homelessness, you would be eligible.

Are we able to submit an application for both the Establish and Emerging leadership programmes from the same organisation (for different people)?

Yes, an organisation could have an individual participate in the Emerging Leaders programme and an individual participate in the Established Leaders programme.

Could you tell us some more about the application process?

The application form is short, with some basic questions around role, organisation name etc, then three main questions that require no more than 500 words each. We hope to inform you of the outcome of your application by 4th November at the latest.

When is the deadline for the London programme?

The application deadline for both Emerging and Established, London and England is 31st October at 10am.

Will there be potential for regional 'sub groups' for Slack / networking / sharing good practice etc? What will be the role of the regional partnership manager in relation to the learning from the course.

Yes, we will open additional channels alongside the cohort channels to enable participants to focus on a particular issue with-in Slack.

The Regional Partnership Managers will be closely linked to the programmes throughout. Intelligence from the programmes will help shape the regional forums, and vice versa.

A request for course content: Politics - navigating the priorities of government and being a voice for those we support will be an increasingly challenging demand to balance.

The final Established Leaders module will focus on creating a strong collective voice, considering campaigning, advocacy and influencing policy.

Is Emerging Leaders only for frontline staff, or can anyone apply?

We are committed to supporting the homelessness sector to thrive. We recognise that inspirational leaders are required in all disciplines, from communications to fundraising; HR to finance or service delivery.

What do you mean by Heads of / Service Managers?

Anyone who is in a people management role is eligible to apply; this may be a Head of, Senior Manager or Service Manager. Emerging Leaders is designed to support participants to move from systems-driven managers to people-centred leaders.

If I'm unsuccessful, can I re-apply for future programmes?

Yes, there is no limit to how many times you can apply but we cannot guarantee you will be successful in future.

I can't make some of the dates, can I still apply?

We understand that busy schedules mean that it may not be possible for you to attend every session. However, building relationships with other participants is an important aspect of the programme. If you are unable to join the introductory session or more than one of the ongoing sessions, we would suggest you wait and apply for a future programme. Please contact us and we will ensure you're on the mailing list to be the first to hear when applications open.

How many hours are required? / Will there be "homework" in between?

Both programmes will involve approximately 35 hours' core commitment (masterclasses/workshops, action learning sets, mentoring etc). However, to take the most out of the programme, we would recommend you set aside additional time each week for reading and reflection.

What is an Action Learning Set?

Allowing ourselves time to stop and think gives us a deeper understanding of the challenges and opportunities we're working with. Working in action learning sets will allow participants to come together to work through issues, share ideas and challenge perceptions in a trusting, supportive environment.

Our action learning sets will be in groups of six people who meet regularly with an action learning facilitator. We'll meet three times as the same group through the course of each programme

There is a classic structure for action learning sessions, where members present a real-life challenge or opportunity. The set listens and asks open questions. The presenters reflect, respond and come up with an action plan. The next time the group meets, participants report back on their progress, and develop new plans if needed.

How will the mentoring programme work?

Participants will be matched with somebody working in the homelessness sector who is more experienced than them. Mentors and mentees will agree between them a schedule of when to meet, based on their own availability. We would recommend approximately monthly meetings, but it will be down to individuals to decide. Mentors and mentees will meet for an initial "chemistry session" to ensure that they are a good match before agreeing to continue.

Established Leaders will be mentored by alumni of Homeless Link leadership initiatives. We ask that participants on the Established Leaders programme volunteer to be mentees of participants on the Emerging Leaders programmes.

[If there is interest from participants, we may also consider peer mentoring and reverse mentoring]

Why is the mentoring programme optional?

For mentoring to be successful, it requires both parties to be fully committed. We hope that some mentoring relationships may continue beyond the life of the programme.

Why is the coaching programme an additional cost?

The generous support from funders doesn't include the cost of coaching, but leaders should contact Lucy to find out more about specialist leadership coaching supplied through Homeless Link.

I'm attending the Leadership Summit, will there be crossover in content?

We have designed the Established Leaders programme to complement the content of the Leadership Summit. Inevitably, some of the topics and themes explored will be similar, but the programme will offer an opportunity to go into more depth. Leaders are very welcome to attend both.

I don't use Slack, can I still be part of the online community / leadership alumni?

We have opted to use Slack as this app has the capability to allow people from multiple organisations to join, via Slack Connect. Even if your organisation doesn't have a paid for Slack subscription, you should be able to join as a guest.

Slack enables us to set up multiple channels based on particular discussion topics and is a useful way to stay connected outside of formal sessions.

Website FAQs:

Do I need any specific qualifications to access the programme?

No, you just need to meet the eligibility criteria set out in the Eligibility section above.

What counts as five years' leadership experience?

We classify the leadership experience required to meet the programme eligibility as professional, in-sector experience. This may have been accrued at different points throughout your career, at different organisations and can be paid or voluntary. Established leader applicants should be able to display at least five years of such experience. If your experience falls outside of these criteria, but you feel you are

otherwise well suited for the programme, let us know why your experience is relevant and transferable in your application.

Why is the programme free-of-charge?

Thanks to generous financial support from City of London Corporation's charitable funder, City Bridge Trust and the Department for Levelling Up, Housing and Communities (DLUHC), we're able to run these programmes at no cost to participants. In return, we request a commitment to attend the whole programme, to participate in

feedback sessions and surveys, and to consider becoming a mentor to future leadership cohorts.

Are lunch or travel expenses provided?

Lunch and/or refreshments will be provided for sessions which take place in person. Unfortunately we're unable to reimburse travel expenses.

What happens once the programme is complete?

All participants are invited to join the online leadership alumni community on Slack. Some people might also choose to continue regular peer support sessions with some or all of the other participants.

We request that graduates of the programme consider becoming mentors for future cohorts.

Who can I contact for more information?

Contact Lucy Horitz or Laura Millward for more information or for an informal chat about the programme.