

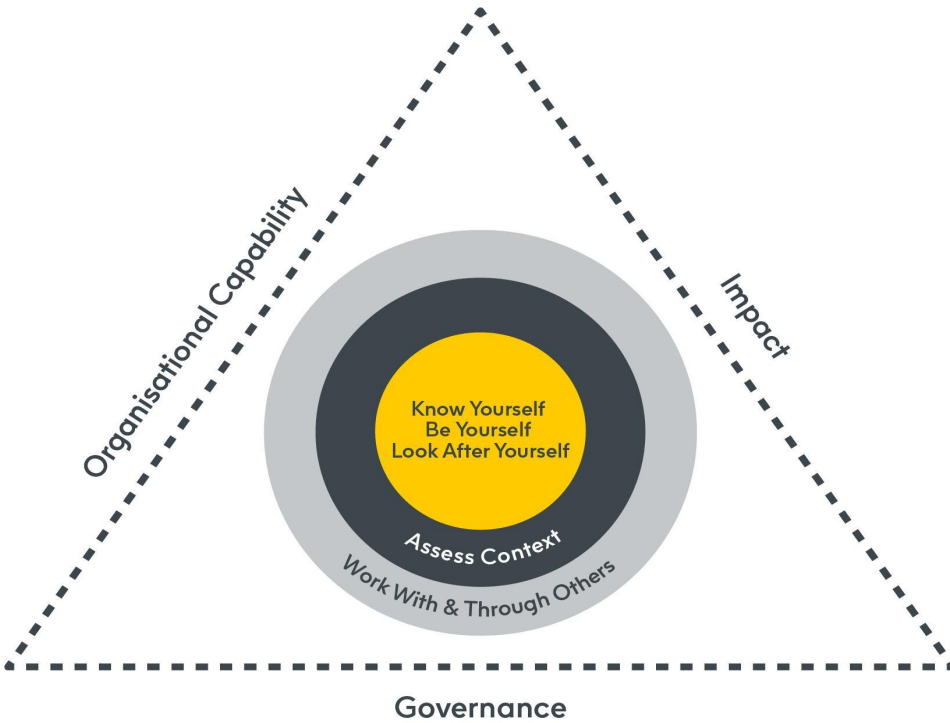
HEY100 Legacy



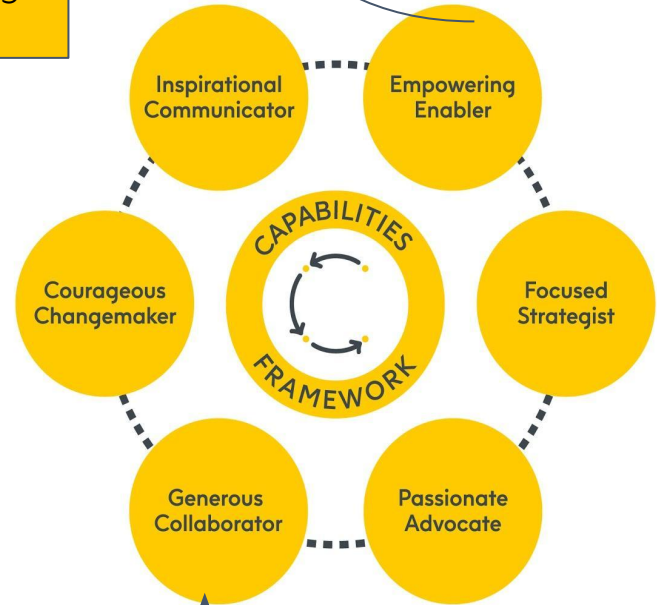
Outputs & Outcomes

1. Offer Hull and East Yorkshire based programme for Emerging leaders
2. Up 24 participants
3. Increased resilience (individual and organisations)
4. Improved or established relationships and collaboration
5. Increased generosity

Key Models



Focus on skills and behaviours
Empowering
Enabler



Focus on skills and behaviours
Generous
Collaborator

Budgets

Version 1

Total Grant £25k

CSL Project Mngt:
£5,068

CSL Overheads
(30%): £7,500

Direct Delivery
Costs: 12,432

Version 2

Total Grant £50k

CSL Project Mngt:
£8,485

CSL Overheads
(30%):
£15,000

Direct Delivery Costs:
£26,515

Version 2 Programme

Discover - Introduction to Leadership

Coaching or Action Learning:
Either 1-1 coaching or group Action Learning

Online Session: Debrief
360-degree feedback



Come on
a journey of
discovery.

Version 1 Design x 24 participants. £25k

Activity	Per Person	Total Cost
Discover	£73	£1,752
360 Feedback	£85	£2,040
Coaching (4x 1-1 sessions) / or 4x Action learning sets per person.	£360	£8,640
Total		£12,432

Version 1 Design x 24 participants

A budget of £25k will allow for a joint cohort learning journey as part of the Discover process, with further online engagement between the cohort and either 1-1 coaching or being part of a group action learning set

I would propose an action learning set above the 1-1 coaching sessions if one of the outcomes is greater engagement between participants and improved relationships.

It will not provide enough resource for a residential, group challenge, or other facilitated inputs such as 4 seasons at a residential.

I would propose this programme run over 3-4 months maximum

Version 2 Programme

Discover - Introduction to Leadership

Residential -

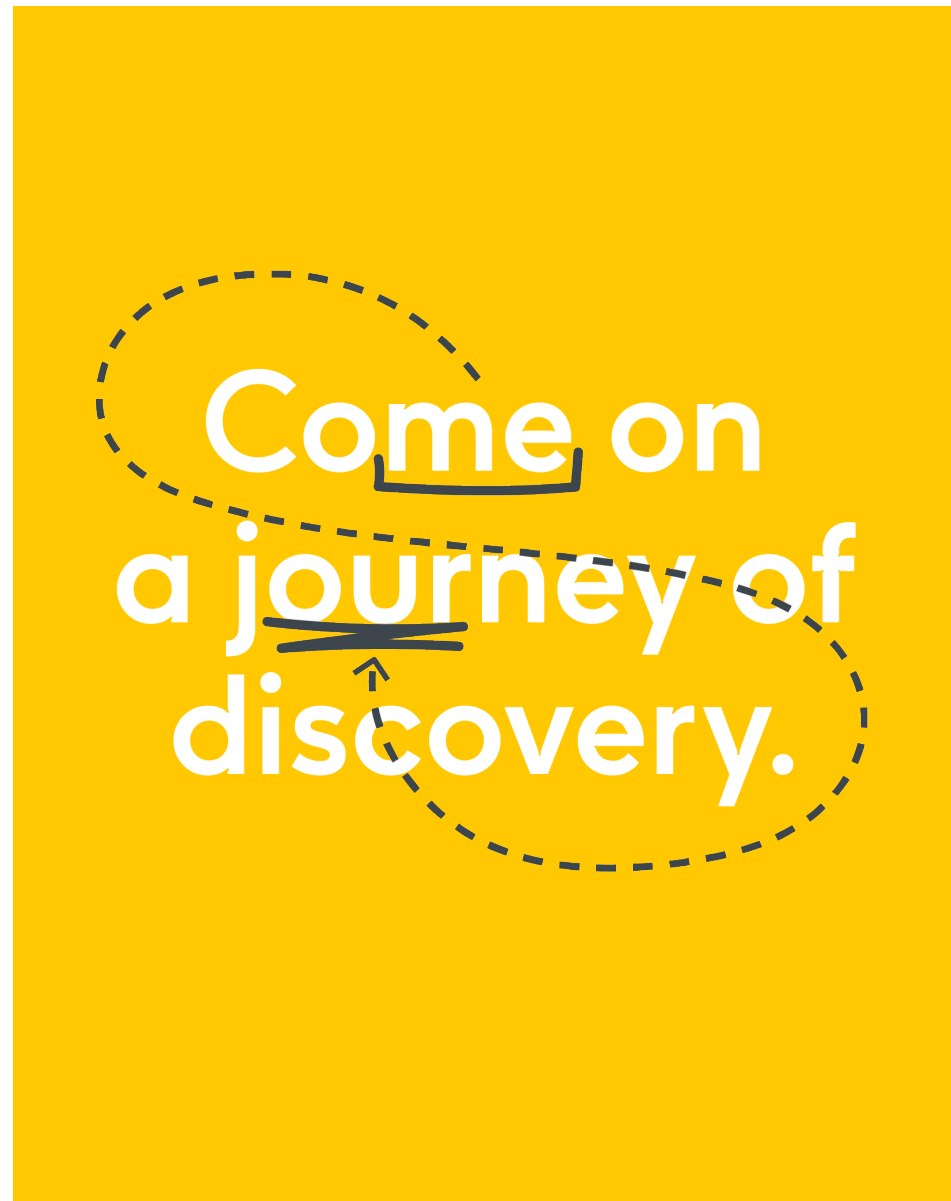
Know Yourself, Be Yourself, Look After Yourself

Working with and Through People

- 360 Degree Feedback
- Four Seasons
- Group Bonding

1-1 Coaching Or Action Learning

Online Check-ins



Version 2 Design x 24 participants £50k

Activity	Per Person	Total Cost
Discover	£73	£1,752
360 Feedback	£85	£2,040
4 Seasons Profiling <i>(or another psychometric which provides insight to group dynamics)</i>	£82.50 (plus £1,770 design & delivery)	£1,980 + £1,770 = £3,750
Residential 3 days (Cave Castle) Food and Accommodation	£417	£8,000
Residential Facilitation	£83.33	£2,000
Coaching (4x 1-1 sessions)	£375	£9,000
Total		£26,515

Version 2 Design x 24 participants £50k

A budget of £50k will allow for a joint cohort learning journey as part of the Discover process. It would also allow for a 3 day residential and either 1-1 coaching or being part of a group action learning set

I would propose an action learning set above the coaching session if one of the outcomes is greater engagement between participants and improved relationships.

It will not provide enough resource for a group challenge (unless managed by volunteers of HEY100),

I would propose this programme run over 5-6 months maximum

Key Skills & Behaviours aimed to be developed

Empowering Enabler

- Empowers others to take on new challenges and training
- Role model to others, pursues continuous self-development
- Cultivates an environment where others can excel
- Exhibits a growth mindset, with a readiness to learn

Generous Collaborator

- Establishes and grows collaborative partnerships and relationships
- Generously shares information, assets and time
- Builds trust through seeking and giving feedback
- Invites inclusive contribution, valuing skills and knowledge, respecting diversity

Version 2: Residential Draft

Day 1	Morning			Lunch	Afternoon	Break (check into rooms)	Evening
	<p>09.30-10.00</p> <p>Arrivals - Coffee and welcome</p> <p>10.00-10.30</p> <p>Welcome to the programme</p> <p>Clore Social Leadership</p>	<p>10.30 - 11.30</p> <p>Activity 1</p> <p>Group contract</p> <p>Clore Social Leadership</p>	<p>11.30-12.30</p> <p>Introduction to Know Yourself Be Yourself, Look After Yourself in the context of the programme</p> <p>Clore Social Leadership</p>	<p>12.30-13.30</p>	<p>Check -in 13.30 - 13.45</p> <p>13.45-18.00</p> <p>Your 360 degree Feedback To help you Know Yourself, Be Yourself, Look After Yourself.</p>	<p>18.00-19.30</p>	<p>19.30</p> <p>Dinner</p>
<p>Notes for day 1:</p> <ul style="list-style-type: none"> • The residential sessions require you to be fully present. Please do not schedule any other work commitments during this time. • This is a provisional schedule and subject to change without prior warning • Prior to the residential you will need to have completed your 360 Feedback questionnaire • Ensure you have access to a calendar and diary during the residential 							

Residential Draft

Day 2	Morning		Lunch	Afternoon	Break	Dinner
	09.00-09.30 Reflection	09.30- 12.00 Introduction to Four Seasons and Profiles	12.00-13.00	13.00-17.00 (with reflection) Four Seasons Group Work Small group work on working with and through others	17.00-18.30 18.30 - 19.30 Fireside Chat	19.30

Notes:

- The residential sessions require you to be fully present. Please do not schedule any other work commitments during this time.
- This is a provisional schedule and subject to change without prior warning
- Completion of Four Seasons profiles will need to be completed ahead of this residential day
- Prior to the residential you will need to read the handout associated with day 2 - available on your online learning space

Residential Draft

Day 3	Morning		Lunch	Afternoon		
	09.00-9.30	09.30-12.30	12.30-13.30	13.30-15.45	15.45-16.00	
	Reflect	Introduction to Action Learning (If Action Learning chosen)	Lunch	Group Planning - Next steps	Thank you and Goodbyes	
	Led by Clore Social Leadership			Bring your diaries Led by Clore Social Leadership		

Notes:

- The residential sessions require you to be fully present. Please do not schedule any other work commitments during this time.
- This is a provisional schedule and subject to change without prior warning
- Ensure you have access to a calendar and diary during the residential
- Please do not plan to leave the residential prior to 4pm unless absolutely necessary

Next Steps for Discussion

- **Delivery Timeline**

A timeline can be compiled on agreement of a programme design

- **Objectives**

Programme and learning objectives to be agreed. Suggested objectives provided as part of this proposal

