Caplor Horizons Change Makers Programme

Learning differently
Thinking differently
Acting differently

The world is rapidly changing, and 'leadership' needs to keep up! What we need now is individuals and teams equipped to navigate uncertainty and to confront the complex issues we are all faced with.

Our programme aims to inspire change makers to learn, reflect and take significant steps towards fulfilling their potential and help bring about meaningful change.

What can you expect?

- A journey of discovery to find your own authentic leadership style and voice. This will include learning about yourself and learning from others.

- We will offer opportunities for experiential learning and rehearsal grounds to try things out, both online and in-person. These are safe space for making mistakes and testing your boundaries.

- We have a range of different tools, models and learning themes that each session will focus around (see next page). These can change and be adapted as the programme unfolds, and we will be responsive to what the group feel is the highest priority emerging.

- We have a diverse team that will facilitate sessions, drawing on their own personal expertise and experiences.

Programme Outcomes

- Greater awareness around your authentic leadership and teamworking style

- Improved confidence and self-belief

- Strategies to effectively collaborate, influence and communicate

- Improved resilience and wellbeing

- Deepened relationships between programme participants

Caplor Horizons

We are a non-profit organisation, established in 2014. We believe that the next generation of leadership can be found and nurtured across all parts of society. Unless we bring greater diversity and inclusion into leadership, we will not make the environmental, social and economic advances we need in our increasingly uncertain and complex world.

This programme aims to support and develop leaders to drive forward the changes we need to bring about positive change.

Potential programme themes...

Developing your authentic leadership style

- Knowing yourself as a leader and developing confidence in your own leadership style
- Exploring your leadership behaviours, using our unique "Caplor House" model

Enabling effective communication

- Learning how to improve your communication and listening skills
- Building your confidence in effectively speaking to a group

Exploring power and influence in leadership

- Exploring what power means and how we can remove barriers to power
- Exploring different leadership models, with a focus on "feminist leadership" and "shared leadership" approaches which delve more deeply into considerations about power

Developing a culture of collaboration

- To think, feel and act differently about collaboration; moving from the 'I' to the 'we' in all aspects of our work
- Understanding how to strengthen collaboration according to a four-part framework: i) Mapping, ii) Stretching, iii) Weaving, iv) Designing

Navigating through change

- Understanding the stages involved with going through change and transition
- Considering different responses to change and how to support your team through it

Strengthening Resilience

- Paying attention to your own health and wellbeing and that of others
- Focusing on the importance of systems thinking and leading from the emerging future

Having challenging conversations

- Creating a culture of open and honest dialogue, and learning how to effectively deal with conflict when it arises
- Gaining skills to give and receive feedback constructively

Organising differently

- Learning from the latest scientific insights about high performing teams and the importance of energy and trust
- Exploring different ways of organising including; decision making processes, the importance of culture in organisations and structural change

Developing a coaching approach

- Learning about different ways to engage and support people, including facilitation and coaching
- Understanding coaching principles by moving from a position of 'expert power' to asking 'great questions' to enable people to move towards intended behaviours and actions

Ensuring a sustainable future

- Learning about different models in relation to sustainability including a "4P" sustainability framework (Prosperity, Purpose, Planet, People)
- Considering approaches to measure, monitor and report your impact