

Emerging Leaders Programme



Dr Ibtissam Al-Farah
EAR/EBE Coordinator

“Undoubtedly, what sets Caplor Horizons apart is their sincere commitment to making a meaningful impact on the lives they engage with. This commitment is exemplified by their exceptional grasp of the specific needs and obstacles confronted by the participants.”

“Explore, Adapt, Renew (EAR), a transformative initiative aimed at elevating the contributions of Experts by Experience within the sector, embodies our commitment to integrating their profound insights, wisdom, and voices into every facet of service design, delivery, advocacy, and community development. The consortium comprises seven leading partners in the EAR Lead group, namely PAFRAS (Positive Action for Refugees and Asylum Seekers), Action Foundation, Bristol Refugee Rights, Brushstrokes Community Project, Refugee Women Connect, SDCAS (Southwark Day Centre for Asylum Seekers), Nottingham and Nottinghamshire Refugee Forum.

Our engagement with Caplor Horizons burgeoned from a distinct need identified during a comprehensive needs assessment conducted across the partnership. In response to this need, we endeavoured to conceive a comprehensive training programme for our esteemed Experts by Experience (EBEs).

The development of the EBE Training and Development programme marked the commencement of an insightful collaboration with the dedicated team at Caplor Horizons, represented by Rosie Bishop, Lorna Pearcey, and Kemal Shaheen. Through rigorous planning sessions, we harnessed their expertise to tailor a specialised training regimen for our EBEs, with a pivotal emphasis on enhancing their knowledge, honing their skills, and fostering the confidence necessary to assume leadership roles and instigate meaningful change.

Undoubtedly, what sets Caplor Horizons apart is their sincere commitment to making a meaningful impact on the lives they engage with. This commitment is exemplified by their exceptional grasp of the specific needs and obstacles confronted by the participants. With this profound understanding, Caplor Horizons masterfully co-shaped the training programme to directly target these distinctive requirements. The outcome has been a clearly crafted learning journey that has sparked discernible and profound transformations within the participants. This bespoke approach is a hallmark of Caplor Horizons’ dedication to generating enduring change.

Together, our efforts culminated in the creation of the pioneering “Emerging Leaders Programme,” a six-month journey that seamlessly integrates in-person and online components. Commencing on 20th April 2023 and due to conclude on 7th December 2023, this initiative embodies our shared commitment to equipping EBEs with the tools they need to become catalysts for change.

Central to the success of this programme is the Training Programme Steering Committee, a forum of vital importance. Within this committee, the Caplor

Emerging Leaders Programme



Dr Ibtissam Al-Farah
EAR/EBE Coordinator

Horizons team plays an instrumental role, offering invaluable feedback and exhibiting a remarkable receptiveness to our suggestions for enhancement. This open exchange of insights stands as a testament to Caplor Horizons' unparalleled communication prowess, engagement acumen, and deep-seated understanding of the training landscape.

The resonance of our efforts is palpable in the affirmative feedback received from the participants of the training programme. This outcome underscores the meticulous groundwork laid during the needs assessment phase and the collaborative synergy achieved with Caplor Horizons' invaluable contributions. The testament to our collective dedication is manifest in the excitement and positivity radiated by the participants.

In conclusion, our association with Caplor Horizons exemplifies a partnership driven by mutual respect and a shared vision for transformation. Their unwavering commitment to excellence, coupled with their profound facilitation skills and comprehensive knowledge of training programme dynamics, constitutes a cornerstone of our journey. We are deeply appreciative of Caplor Horizons' instrumental role in making the Emerging Leaders Programme an unequivocal success."