Emerging Executives Programme

Business leaders of tomorrow helping communities today

Emerging Executives represents an opportunity to develop the leadership and strategic management skills of current and future leaders whilst making a valuable contribution to a wide variety of worthwhile social causes.

Participants will be placed in non-executive governance positions on the trustee boards of small charities. Participants will receive training and ongoing support in this role. The programme will develop crucial strategic, analytical and leadership skills that will benefit your work and generate value for your organisation.

Benefits for Participants

Emerging Executives will benefit you and the charity that you are placed with:

- The Programme is a hands-on development opportunity that will allow you to gain valuable experience at board level.
- There will be opportunities to demonstrate and enhance your leadership and strategic skills. This will have a positive impact on your career development and progression.
- The programme provides real value to participating charities – having high quality business talent in non-executive roles will improve governance and drive their development.
- Charities will have the opportunity to learn and benefit from your ideas and business knowledge.

In an increasingly competitive and fast paced economy, businesses must ensure that their emerging leaders have exceptional strategic and leadership skills.

Skills required in any leadership or board level role include organisational strategy and direction, oversight of personnel and finance and compliance with regulatory requirements.

These skills can be developed through study and training, but it is vital that learning be put into practice in order to consolidate and grow skills.

- There are 180,000 registered charities in the UK that, every day, make a huge difference to vulnerable communities across the country and globally.
- These organisations require skilled and dynamic trustees on their boards. Having the right person with the right skills as a trustee is often critical to the sustainability and survival of small charities.
- Emerging Executives will add value to businesses and charities, developing the skills of future business leaders in a way that will bring much needed support to small charities.

Being a Trustee

“What it does is give our people who are on a trajectory to get to board level the opportunity to really get experience sitting around a board table and making some critical decisions which are really going to affect people's lives. [Emerging Executives] has been invaluable for things like motivation, relationship building, creativity, building confidence in individuals and we've seen success with these people, we've seen them go on to do bigger, more important jobs. We are finding that they are really developing as leaders as a result…People cite it as one of the key development points in their career”

Rachel Rose, Head of Talent Leadership and Employee Engagement, Fujitsu
The Programme
Emerging Executives is a 12 month professional development programme that will place participants in a non-executive trustee role in a small charitable organisation that is relevant to their skills, interests and location. Participants will be supported throughout the 12 months by the FSI who will provide:

- An assessment of the skills and charitable interests of each participant which will be used to match them to a suitable trustee role.
- Training on charity management and governance.
- A report on the matched charity highlighting any development needs and strategic and operational gaps.
- Ongoing mentoring and one to one support.

A wide range of small charities will participate in the programme, working in areas such as youth, health, education, arts, sport, welfare, the environment and international development.

The FSI will work closely with participating charities to ensure that both participants and charities gain maximum benefit from the programme. We will:

- Engage with our network of small charities across the UK and identify suitable trustee vacancies for participants
- Ensure that charities are suitable for the programme and willing to adhere to the programme Code of Conduct
- Undertake an Organisational Strengths Review of the host charity at the beginning of the programme to identify strengths and areas of development
- Liaise with host charities throughout the programme to ensure success.

At the end of the 12 month programme, the charity and participants will have the option to decide whether they would like to continue in a formal trustee capacity.

The Impact
Emerging Executives will create benefits for your organisation, your staff and a wide range of charities and their beneficiaries: The programme will:

- Provide a practical and hands-on development opportunity that will allow your employees to gain valuable non-executive experience. Their enhanced strategic and leadership skills will make them more effective leaders within your organisation.
- Add value to your organisation’s learning and development programme and make your organisation more attractive to existing staff and potential recruits.
- Enhance your organisation’s reputation and demonstrate to customers and clients your values-driven organisational culture.
- Provide real value to participating charities – having high quality business talent in non-executive roles will improve governance and drive the development of strategy. This will improve the efficiency and effectiveness of small charities.

Commitment
To achieve maximum impact, we recommend that participants complete one full 12-month term with their matched charity. This will involve:

- Commitment to fulfilling the role of a charity trustee including the provision of governance, leadership, and strategic input.
- Commitment to the minimum time requirements of the programme and those required from a charity trustee (this should average about 4 hours per month).
- Commitment to the duties of a charity trustee including legal duties and best practice recommended by the Charity Commission.