

The Leadership and Organizational Resilience in Times of Uncertainty Program is organized in the context of the project "Black Sea NGO Forum: Building CSO Capacity for Regional Cooperation within the Black Sea Region", implemented by the Romanian NGDO Platform - FOND, with the financial support of the European Union and the Black Sea Trust for Regional Cooperation (BST), a project of the German Marshall Fund.



WHY INVESTING IN LEADERSHIP?

In order to adapt to the changing regional context, but also to the needs, challenges and opportunities for CSOs we need to invest in the human resource capabilities. According to the new Strategic Framework for Civil Society Cooperation in the Black Sea Region adopted in 2019 in Istanbul investing in leadership it is a necessity for promoting and supporting an enabling environment for civil society.

ABOUT THE PROGRAM









The Program took place between May and September 2020 and gathered 15 CSO leaders (top and middle management) from 8 countries in the Black Sea Region, who were concerned with the development of their organizations in times of crises, major disruptions (like the global COVID-19 pandemic) and continuous changes of civic space in Region.



Program's sessions: Orientation workshop

- Online coaching for
- personal development
- Online training
- Individual coaching sessions with Mirela Oprea
- for personal development with Cristina Rigman Individual coaching sessions

Group coaching sessions

- with Olivia Baciu
- Final Workshop

PROGRAM'S GOALS

The training program aimed to provide a unique space to CSO leaders and their organizations for:

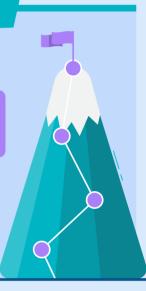




by combining mentoring, coaching and training on adaptive



leadership, organizational resilience and people's skills.



HOW TO DEVELOP THE INNER LEADERS? The journey to build, form, equip a good leader is a perpetuos one during which

a person is embarked on a personal and self awareness development path.



It gave us a vision and We managed to do I saw that what I

some analysis together

and discuss several

issues that were

left behind.

PARTICIPANTS' THOUGHTS ON THE PROGRAM

in discussions. Н A very big value it is played by bringing together different

helped us more to

understand how we

can approach people

т perspective from different

that I'm on the right track. R I think more about the future and the organization (projections). The program

thought many years ago

about the organization

was true. I know now

problems faced by other participants of this training. resources

people / NGOs from the region.

It is helpful to reflect on common

Now I have a bigger perspective about my role as a leader, on how to act as a leader and be prepared for the future. Ctake action

is beneficial because I worked on a

personal level. It helped me take more

time to think when it comes to action.



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