

THE LEADERSHIP PROGRAM

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



5 months



15 CSO leaders



8 countries

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
- Group coaching sessions for personal development with Cristina Rigman
- Individual 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:



learning



reflections



thoughtful adaptation

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 perpetual one during which a person is embarked on a personal and self awareness development path.



What makes it hard

Self sabotage

Dishonesty

The mindset

The approach

What you need

The behaviour

The environment

PARTICIPANTS' THOUGHTS ON THE PROGRAM

It gave us a vision and helped us more to understand how we can approach people in discussions. *H*

We managed to do some analysis together and discuss several issues that were left behind. *T*

I saw that what I thought many years ago about the organization was true. I know now that I'm on the right track. *R*

A very big value it is played by bringing together different perspective from different people / NGOs from the region. It is helpful to reflect on common problems faced by other participants of this training. *A*

I think more about the future and the organization (projections). The program is beneficial because I worked on a personal level. It helped me take more time to think when it comes to action. 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. *C*



More information about the program can be found at:



www.blackseango.org



www.fondromania.org



[youtube/FOND Romania](https://www.youtube.com/FOND_Romania)



[/BlackSeaNGOForum](https://www.facebook.com/BlackSeaNGOForum)



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