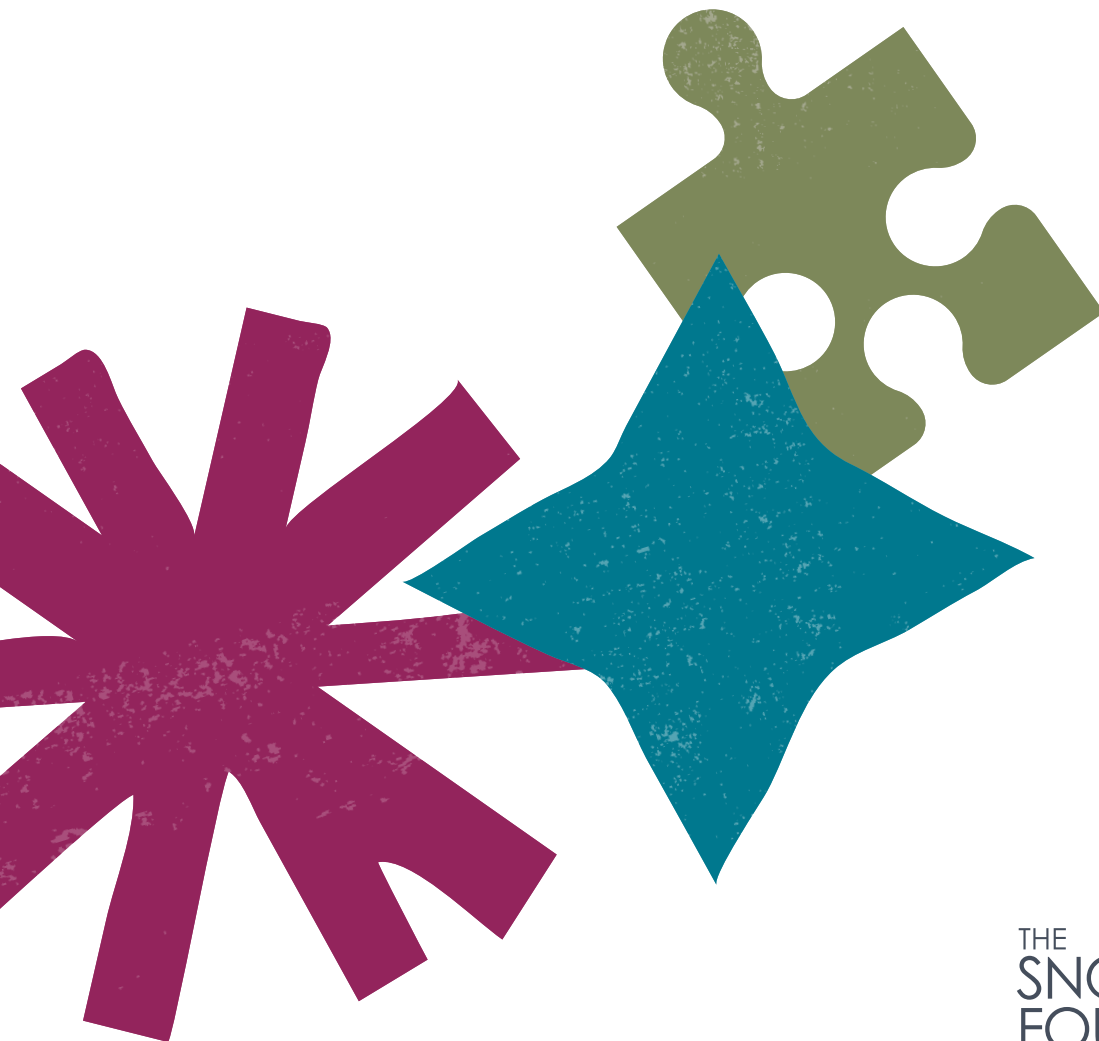




Lead the Way
Snow Leadership Program

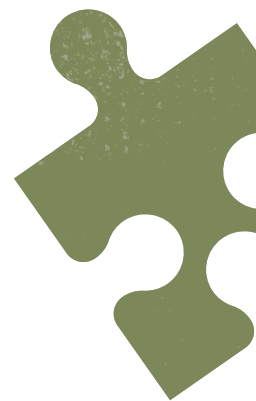
Information pack





Lead the Way

Snow Leadership Program



The Snow Foundation is excited to launch Lead the Way, an inspiring new leadership initiative for our partners in Canberra and Sydney to elevate their leadership capabilities and strengthen their impact-driven organisations.

This bespoke leadership program has been co-designed with *Social Impact Hub* and input from community leaders specifically for CEOs and senior leaders in the for-purpose sector.

Designed for CEOs and Senior leaders

Lead the Way is an exclusive, invitation-only leadership program tailored for CEOs and senior leaders in Canberra and Sydney. This program provides a unique opportunity for cross-city connections and shared learning experiences.

There will be 12 participants in each Canberra and Sydney cohort, and we encourage the participation of two leaders from each organisation, ideally the CEO and another senior leader to maximise the benefits of this transformative experience.

The program runs from **April to September 2024**.

About the program

Lead the Way is an immersive and practical program that equips participants with essential leadership skills, fosters connections with purpose-driven leaders and amplifies the impact of for-purpose organisations. Delivered by *Social Impact Hub*, the program includes:

- An individual Leadership Assessment
- Two full-day Retreats (held in person in both Canberra and Sydney)
- Eight Masterclasses (Online and one in-person with your city cohort)
- Facilitated Cohort Connections

Join Lead the Way

- Develop empathetic, values-driven leadership skills
- Connect with purpose-driven leaders
- Strengthen the impact of your organisation
- Engage in an individual leadership assessment
- Attend retreats, masterclasses, and cohort connections
- Drive positive social change in your community

Lead the Way with The Snow Foundation and the Social Impact Hub – a program designed to Inspire, Equip and Connect for lasting social change.





Program Framework

	Where	When	Context
Leadership Assessment	Online	Flexible - conducted at a time that suits you prior to program commencement.	Receive an individual leadership assessment and debrief, to reflect on your leadership competency.
Retreat- opening	Canberra	Monday night dinner followed by a full-day immersion on Tuesday.	Begin the program with a dinner on Monday evening in Canberra, providing the perfect opportunity to mingle and get to know the cohort before diving into a full-day immersive learning experience on Tuesday.
Masterclasses	Majority of Masterclasses will be delivered online <i>(Note, Masterclass 4 will be delivered in-person in both Sydney and Canberra with your cohort)</i>	8 x 2-hour Masterclasses	Engage in a series of eight Masterclasses, that include practical exercises and case studies, as well as the opportunity to work on a 'learning artifact' between sessions and to get feedback from an expert coach.
Retreat – closing	Sydney	Monday night dinner followed by a full-day immersion on Tuesday	Wrap up the program with a final retreat in Sydney, featuring a dinner on Monday evening. This provides an opportunity to reconnect and reflect with the cohort before a full-day immersive learning experience on Tuesday.
Social Impact Hub's Playbook	Online	Self-paced learning	Topics include strategy, governance, impact investing, impact measurement, and diversifying revenue.



Schedule



Date	Time	Activity
Monday 29 April	Evening and one full day	Retreat, starting with Monday dinner (in person, Canberra)
Tuesday 14 May	10am - 12pm	Masterclass One: Growth Mindset (online)
Tuesday 28 May	10am - 12pm	Masterclass Two: Strengths Based Leadership (online)
Tuesday 11 June	10am - 12pm	Masterclass Three: Building Lean (online)
Tuesday 25 June	10am - 12pm	Masterclass Four: Communicating & Impact Storytelling (in person, Sydney)
Thursday 27 June	10am - 12pm	Masterclass Four: Communicating & Impact Storytelling (in person, Canberra)
Tuesday 9 July	10am - 12pm	Masterclass Five: Strategic Decision Making (online)
Tuesday 23 July	10am - 12pm	Masterclass Six: Managing High-Performing Teams (online)
Tuesday 6 August	10am - 12pm	Masterclass Seven: Diversifying Revenue (online)
Tuesday 20 August	10am - 12pm	Masterclass Eight: Systems change (online)
Monday 2 September	Evening and one full day	Retreat, starting with Monday dinner (in person, Sydney)



Masterclass topics and learning goals

Masterclass One

Growth Mindset

- Explore the concepts of growth mindset and conscious choice.
- Gain the tools to help reorient yourself to using a growth mindset when facing challenges.

Masterclass Two

Strengths Based Leadership

- Learn about strengths-based leadership and how to apply it to identify, appreciate and develop oneself.
- Explore your core strengths and the benefits and risks of them.

Masterclass Three

Building Lean

- Understand how to create a lean business model canvas for your organisation.
- Explore lean startup tools and how to apply them to work more innovatively and effectively.

Masterclass Four

Communicating & Impact Storytelling (in person)

- Learn how to create and deliver great storytelling.
- Explore and define THE WHY and learn how changemakers use it to inspire others.

Masterclass Five

Strategic Decision Making

- Understand how to make strategic decisions.
- Explore different situations where making strategic decisions can add significant value to your organisation.

Masterclass Six

Managing High-Performing Teams

- Understand how to apply strengths- and values-based leadership approaches to build a high-performing team culture.
- Explore the characteristics of high-performing teams and the five dysfunctions of teams including how to manage conflict.
- Discuss ways to prepare the organisation for the future (succession planning).

Masterclass Seven

Diversifying Revenue

- Explore different revenue streams that can help you build your organisation's financial sustainability.
- Understand how to evaluate different forms of revenue and make sure you're finding the right capital at the right time.

Masterclass Eight

Systems change

- Understand system change.
- Explore which systems you operate and create impact in.
- Learn how you can influence and communicate with collaborators within and across systems.
- Navigating challenging relationships.





Masterclass Facilitators



Poppy Rouse

Poppy is a design thinking practitioner, facilitator and innovation consultant who is passionate about unleashing potential in the clients she works with and solving problems that matter.

Poppy spent six years working on Social Innovation at the Commonwealth Bank and has held innovation consulting positions at UTS, Dynamic Four and PoweredxPurpose.

Following an international career spanning marketing, communications and innovation capability, Poppy most recently worked for Commonwealth Bank where she designed and delivered Innovation Services for the Bank's Social Sector clients before taking a leadership role in the Bank's Innovation Lab. She now works with leaders across not-for-profit and for purpose sectors to apply new ways of thinking to deliver sustainable change for their beneficiaries, customers, staff and the communities they serve.



Matt Allen

Matt Allen is an experienced and passionate professional in the for-purpose sector, with recent roles including management, research, training and consultancy. With several years spent as a researcher working on major projects for the non-profit and social enterprise sector, Matt brings a structured and rigorous approach to his work, along with the ability to translate and apply academic insights to improve social impact practices. He also brings significant on-the-ground experience in non-profit and social enterprise management, with over seven years spent in program coordination and management roles.

Matt has worked on social impact projects at a variety of scales – from supporting rural micro-enterprises in the Philippines to creating collective impact measurement frameworks at a regional, state and national level in Australia. His core skills include impact measurement, business planning, financial modelling, design thinking, impact investment readiness, collective impact, and systems/ complexity approaches to social entrepreneurship.

**Speakers are subject to change based on availability.*



Masterclass Facilitators



Debbie Jamieson

Debbie, a committed professional with 30 years in the for-purpose sector, excels in aged care and disability. As a freelance consultant and qualified trainer, she holds postgraduate qualifications in business management, social impact, and mediation. Over 18 consulting years, Debbie focuses on governance, leadership capacity building, strategy, training, impact measurement, evaluation, and collaboration. A Social Impact Hub's Professional Impact Network member, she contributes to diverse projects, particularly in Theory of Change and Impact Measurement. Working facilitatively, Debbie leverages strengths for positive outcomes, emphasizing a collective understanding of problem spaces.



Rob Haggett

With 20+ years of experience, Rob has worked across the corporate, government and impact sectors in Australia, the UK, Indonesia, Nepal, the Philippines and Cambodia. He has strong business development, strategy and operations acumen, with demonstrated expertise in building trusted advisory relationships with senior clients, working on impact investing, ESG, sustainability and responsible finance projects. Rob also has entrepreneurial and VC-funded startup experience, having founded and run successful businesses in both the UK and Australia.

**Speakers are subject to change based on availability.*