

Leading Together 2022: Updated Concept for HR Directors (June)

The peer event for Directors of Divisions: HR, Policy/Advocacy, Programmes

Date: 28-29 June 2022, optional 30 June

Location: Virtual

What is Leading Together 2022?

Leading Together convenes Global Heads of HR, Policy/Advocacy and Programmes of international civil society organisations (ICSOs) for high-level strategic discussions on joint challenges, global trends and best practices. It is a unique chance for senior leaders to meet, network with and learn from their peers in other organisations. Participants will gain:

- A deeper understanding of fundamentally new leadership ways of working being undertaken in our sector, and necessary changes to be 'fitter for the future' in a transformed world of work, emerging out of the turbulence of the past two years.
- Inspiration, tools or use cases depending on specific group topics.
- An extended network of peers from ICSOs and other organisations.
- Ideas for potential areas of collaboration, support and/or exchange.
- Opportunities for peer problem-solving, advice or joint planning and strategising for specific issues you are seeking support on.

Previous peers have described Leading Together as:

- 'Space to discuss common challenges and potential solutions [and] joint action points'
- 'The collaborative spirit and safe conversations were highly appreciated'
- 'Having time to think about strategic leadership, good thought and direction input from others'
- 'A community of HR professionals in our sector that can tap into each other for ideas and support'

Leading Together has two programmed days with two different convening elements:

- **Joint sessions:** All participants will hear and discuss experiences and ideas from ICSOs and external speakers on 'leading new leadership in a changed world'. Our speakers will share experiences of innovating organisational change, or insights on the influential drivers transforming the civil society sector and world of work at large.
- **Parallel meetings:** Space for peer exchange with other Directors of HR. The outline agenda below has been developed over the past months with the guidance of a Steering Group of HR Directors from: SOS Children's Villages International, VSO and World YWCA.

The third day is open for emergent informal sub-group sessions on specific issues or topics or use cases which cannot be accommodated in the overall programmed agenda.



Latest Agenda Outline; HR Directors

NB. All session times are in CEST, corresponding time zones are [here](#).

Tuesday, 28 June				
12.00 – 14.00	Joint Session I			
12:00 – 12:15	Welcome / Introductions	<i>Wolfgang Jamann, Centre Executive Director</i>		
12:15 – 13:45	<p>'Navigating new realities of leadership in a changed world': ICSO panel + mixed breakouts</p> <p><i>HR perspective:</i> 'Unplugging the Centre' for more dispersed leadership</p> <p><i>Get to know VSO now by listening to: Leading Strategy as a Journey of Not Knowing (45 mins), an interview with VSO's CEO Philip Goodwin</i></p> <p><i>Programmes perspective:</i> Navigating new feminist leadership realities</p> <p><i>Get to know Lydia now by reading her blog on: institutional racism in the aid sector and how Oxfam is responding</i></p> <p><i>Policy/Advocacy perspective:</i> Our journey towards inclusive and intersectional leadership</p> <p><i>Get to know Plan's anti-racism and equity vision and principles now</i></p>	<i>Vicky Tongue, Head of Innovation and Futures, with:</i> <i>Kathryn Gordon, Executive Director, People and Organisation Development, VSO</i> <i>Lydia Zigomo, Global Programs Director, Oxfam International</i> <i>Anne-Sophie Lois, Senior United Nations Representative New York and Geneva, Plan International</i>		
13:45 – 14:00	What else to expect	Vicky Tongue		
14.00 – 15.00	<i>Break – Please note that the HR peers have a 60-minute break here to enable early morning US West Coast participation</i>			
15.00 – 16.30	Peer Groups I			
HR Directors				
Topic: Shaping organisational cultures to be more inclusive and power-shift ready				
<p>Sharing of experiences and insights from organisations actively steering change in organisational culture to be more inclusive, or revising values-led competency frameworks for management and leadership. Organisations may have multiple entry points for these changes, including:</p> <ul style="list-style-type: none">(i) diversity, equity, inclusion, anti-racism(ii) opportunities from hybrid/digital working(iii) redistribution of power/decision-making				



(iv) safeguarding

Peer input will include:

- Insights from recent research from the ICS Centre on ‘informal power’ sources in international CSOs, influencing how power shift can happen
- Plan International’s journey so far on organisational culture for anti-racism and localisation
- SOS Children’s Villages International on its new values-based competency framework.

The format will be 60 minutes in plenary sharing these insights, followed by two smaller parallel breakouts of 4-5 people to explore the Plan and SOS work in more detail.

Wednesday, 29 June

12.30 – 14.00 Peer Groups II

HR Directors

Topic: Effective strategies for talent acquisition and staff retention

Several HR peers have indicated that current challenges they are addressing, or would like to hear more about from each other are: attracting and acquiring talent/new ways of hiring, and retaining staff.

Some organisations have been struggling to recruit for several positions. There are also a number of (senior) HR roles in the sector currently open, unfilled or in transition which has also impacted the numerical participation in this very event. Work being shared via LinkedIn and other HR groups also show that many professionals are reconsidering their careers in formal employment sectors, and this may also be affecting the civil society sector as well.

This session will enable exploration of both aspects. Two (or more) HR colleagues will frame/present the current challenges as they are seeing them, then peers will discuss whether they are having similar experiences, and share ideas or strategies to help address or support these challenges.

14.00 – 14.30 Break

14.30 – 16.00 Joint Session II

14.30 – 16.00	<p>‘Sustainable, sociological and systems-thinking leadership’ External speaker inputs + plenary Q&A + mixed breakouts</p> <p><i>Insights from contributors on sustainable, sociological and systems thinking-based leadership, shifting ‘future of work’ mindsets and how to better bridge across sectors.</i></p> <p>Sustainable leadership and</p>	Vicky Tongue, Head of Innovation and Futures, with:
---------------	--	---



	<p>cross-sectoral collaboration</p> <p>Systems thinking and sociology leadership lenses</p>	<p>Dr. Max von der Planitz, Executive Director, Russell Reynolds Associates</p> <p>Rashmi Bhaskar Mukherjee, Director, Experience Reimagination & Future of Work, Digital Workplace, TCS UKI</p>
	Close	

Thursday, 30 June – Optional per Peer Group

12:30 - 14:00 ***Peer Groups III optional***

HR Directors

Informal peer sub-group problem-solving, planning, strategising sessions

This day is available for emergent agenda sessions/items from the previous two days.

Organisations are welcome to propose small group sessions they would like to run.

14:00 – 14:30 ***Break***

14.30 – 16.00 ***Peer Groups IV optional TBC.***

HR Directors

As above