

Leading Together 2022:

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

Concept for Policy and Advocacy Directors (June)

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'
- Programmes: "[A network where] we're all dealing with similar challenges'

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 Programmes. The outline agenda below has been developed over the past months with the advice of a Steering Group of Programmes Directors from: CARE International, HelpAge International and Oxfam International.

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; Policy and Advocacy Directors

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

Tuesday, 28 June		
12.00 – 13.30 Joint Session I		
12:00 – 12:15	Welcome / Introductions	<i>Wolfgang Jamann, Centre Executive Director</i>
12:15 – 13:45	‘Navigating new realities of leadership in a changed world’: ICSO panel + mixed breakouts	<i>Vicky Tongue, Head of Innovation and Futures, with:</i>
	<i>HR perspective: ‘Unplugging the Centre’ for more dispersed leadership</i>	<i>Kathryn Gordon, Executive Director, People and Organisation Development, VSO</i>
	<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>	
	<i>Programmes perspective: Navigating new feminist leadership realities</i>	<i>Lydia Zigomo, Global Programs Director, Oxfam International</i>
	<i>Get to know Lydia now by reading her blog on: institutional racism in the aid sector and how Oxfam is responding</i>	
	<i>Policy/Advocacy perspective: Our journey towards inclusive and intersectional leadership</i>	<i>Anne-Sophie Lois, Senior United Nations Representative New York and Geneva, Plan International</i>
<i>Get to know Plan’s anti-racism and equity vision and principles now</i>		
13:45 – 14:00	What else to expect	<i>Vicky Tongue</i>
14.00 – 14.30 <i>Break</i>		
14.30 – 16.00 Peer Groups I		
Policy and Advocacy Directors		
Topic: Current policy and advocacy priorities – what keeps us awake at night?		
<p><i>This Policy and Advocacy Directors peer session will be a safe space to share ongoing work and challenges in progress) for constructive learning and feedback. The format will be a mixture of short external inputs, organisational ‘use case’ presentations, plenary feedback and small group discussions.</i></p> <p>Part I - An open exchange: What are our current advocacy priorities, and how do we conduct policy work in these challenging times?</p> <p>What are the areas we could benefit from greater collaboration?</p>		



Subquestions (to be addressed in smaller groups): **How do we deal with shrinking civic space and the undermining of international laws and human rights standards? How do we conduct effective advocacy based on evidence and common values? G7, Security Council, UNGA vs. community-based policy work – where to invest in?**

The accelerated geopolitical shifts have global as well as direct local and regional consequences. Policy and advocacy work are challenged by competing, at times contradicting priorities and demands. The current situation seems to pose fundamental challenges to civil society organisations and their policy and advocacy work, including shrinking space for operations and policy / advocacy work?

Wednesday, 29 June

12.00 – 14.00 Peer Groups II - Policy and Advocacy Directors

Topic: Ukraine and global implications for civil society political work
Input and framing by: Hugh Williamson, Director Europe, Human Rights Watch

The Russian war on Ukraine and the shutdown of civil society organisations and activists in Russia have posed real dilemmas for responsible and effective advocacy. The current war rhetoric (and reality) has overridden traditional pleas for diplomatic and peaceful solutions. Politically laden situations in other countries become more difficult to handle, as a direct or indirect consequence.

How can international civil society balance local and global advocacy priorities (e.g. sanctions against Russia vs. global food insecurity)? How do we deal with ‘double standards’ (situation of refugees in different settings)? What are the lasting impacts of the war against the Ukraine globally, and how does this change our political work?

How do ICSSOs and their partners navigate these dilemmas?

Expectations and opportunities for civil society in advocacy around the war against Ukraine and its impacts

Inputs by

Dr. Maksym Yakovlyev

Head, Chair of International Relations
 Director, School for Policy Analysis
 National University of "Kyiv-Mohyla Academy"

Anastasia Slyvinsky

Journalist
 Ex Deutsche Welle, Kiev

14.00 – 14.30 *Break*

14.30 – 16.00 Joint Session II

14.30 – 16.00

‘Sustainable, sociological and systems-thinking leadership’

Vicky Tongue, Head of Innovation and Futures, with:



	<p>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 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>
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Thursday, 30 June – Optional per Peer Group

12:00 - 13:45 ***Peer Groups III optional***

Policy and Advocacy Directors

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

This day will be an emergent agenda through May and June.

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

13:45 – 14:30 *Break*

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

Policy and Advocacy Directors

As above