

Community Works spring conference

Leaders for the Future

9.45am – 4.00pm, Thursday 22 March 2018

Brighthelm Centre, North Road, Brighton BN1 1YD

9.30 – 9.45	Registration
9.45 – 10.00	Welcome from Community Works (Main Auditorium)
10.00 – 10.50	<p>Leadership – comments and celebration:</p> <p>Jess Sumner opens our spring conference with some reflections on leadership, the relevance of this theme to the sector right now, and how that aligns with Community Works' values and activities.</p> <p>Followed by a showcase of the Community Works mentoring programme, including an important moment to celebrate the achievements and contributions of the mentors and mentees involved; hear about their experiences and the difference it's made to them and their organisations; plus launch of our 2018-2019 programme.</p>
10.50 – 11.00	Break
11.00 – 13.00	<p>Morning sessions</p> <ul style="list-style-type: none"> a. Growing the leaders of tomorrow or b. Finance and Sustainability or c. Commissioning 2018/19 and beyond
13.00 – 14.00	Free networking lunch and marketplace
14.00 – 16.00	<p>Afternoon sessions</p> <ul style="list-style-type: none"> d. Facilitation skills for small group leaders or e. Making accounts work for you or f. Digital leadership for social inclusion: Making digital work for your organisation

Morning Sessions, 11.00 – 13.00

a. Growing the leaders of tomorrow – Ensuring the continuation of a thriving and sustainable Community and Voluntary Sector (small to medium organisations)

Speaker: Peter Burton – Community mentor and Consultant

Peter was head of the Leadership and Management Development Team at the newly created Brighton & Hove Unitary Council. He devised the council's Leadership and Management Standards and organised all the council's management and leadership development. As a freelance consultant Peter has worked with public, private, not for profit and community organisations across the south east, delivering training, building teams, coaching and mentoring. He has worked as a community mentor for more than 10 years and has a strong interest in helping organisations create learning environments in which everyone grows and develops.

Session overview: At some point in the future every one of us will be challenged to step into a leadership role, great or small. Some of us will choose the challenge, while others will have it thrust upon us. Some will rise to the challenge, while some will walk away. This will take place at a time when the community and voluntary sector needs effective leadership more than ever before. We therefore need to ensure that we have in place the support and development that enables new and emerging leaders to rise to the challenge and progress in their careers.

Whether you are exploring your own leadership skills or supporting others to do the same, this workshop focuses on new and emerging leaders, who are often neglected in development programmes. It will cover:

- Different views and perceptions around what leadership is and what leaders do
- The knowledge, skills, abilities and leadership style that emerging leaders in the sector need
- What to do to support and develop emerging leadership in your organisation, using methods that are relevant and practical

b. Finance and Sustainability¹ (medium to large organisations)

Speaker: Mark Salway, Director of Social Finance, Cass CCE

Mark has extensive experience in both commercial and not for profit organisations. He has a wealth of experience working with a wide range of charities, local and international, over twenty years as consultant and Financial Director. His focus is on helping organisations become financially sustainable and also re-imagine themselves through understanding their finances and business models.

Mark's core area of expertise is how to cost and price your work, and he will help with this thinking. He has worked with a wide variety of organisations including; voluntary, health, children's charities, fundraising driven organisations and those making the transition between grants and contracts. Mark is a fellow of the Institute of Chartered Accountants in England and Wales, and holds their postgraduate diploma in charity accounting.

Session overview: This session will help senior leaders think around how organisations can become more financially sustainable and viable. It will also help them think about how to re-imagine themselves in a tough operating environment. The session will focus on finance and business models and will provide common sense tips on how to respond in the tough operating environment we find ourselves in.

¹ Please note that the content of this session has changed from the original programme.

c. Commissioning 2018/19 and beyond

Speakers: Andy Witham Head of Adult Social Care Commissioning BHCC and Chris Clark Director of Commissioning BHCCG

Chris is the Director of Commissioning at Brighton and Hove CCG. He is responsible for commissioning all health services for the people of Brighton and Hove, including planned and urgent care hospital services, mental health and children's services, primary care, community care and medicines prescribing as well as jointly commissioned services with the Local Authority Adult and Children's Social Care and a wide range of third-sector organisations. Chris has an interest in understanding inequalities in the workplace and in public services and finding novel ways to reach out to communities.

Session overview: For members interested in the leadership challenges involved in responding to the commissioning timetable for the Clinical Commissioning Group and Brighton and Hove City Council in 2018/19 and beyond. This session will provide information on the timetable for commissioning in the coming year, clarity on the intentions behind those commissions, and the process being considered in shaping and assessing the tenders.

With Social Value and joint commissioning being key areas of enquiry at the moment this session provides an opportunity to hear commissioning leads, ask questions and then discuss, in a session for attendees, how we as leaders can and should respond to the varied demands made of us.

Afternoon sessions, 14.00 – 16.00

d. Facilitation skills for small group leaders (small to medium organisations)

Speaker: Yvonne Rivers, Consultant and Facilitator

As a facilitator, trainer and supervisor Yvonne works collaboratively to support community, voluntary and public organisations to work effectively together. She ensures spaces are held so that all the voices are welcomed into meetings; with a view to ensuring that the needs and priorities of diverse communities are included. She focuses on building robust relationships so that everyone can work together to determine shared goals, develop strategies and action plans as well as work through complexity and tricky issues which are part and parcel collaborative working.

Session overview: Bringing people together in meetings can often be fruitful and sometimes challenging. Being a facilitative leader in meetings whether one-to-one, in committee meetings, forums, or networks requires a mix of skills; to manage a variety of complex issues, different approaches, multiple agendas, differing decision-making authority and contrasting views of those participating. All the participants in a meeting can help to ensure it is as effective as can be. So, developing your approach to facilitation and your facilitation skills will be helpful whether you are attending or facilitating a meeting.

This interactive workshop will offer you the opportunity to develop ways to be proactive and creative about how you use, adapt and develop your facilitation skills in order to get the best out of a meeting whilst maintaining and boosting the morale of everyone involved. It is a space where you can:

- reflect on your approach to facilitation and identify how you will develop your facilitation skills
- share insights that will inform how you use your facilitation skills whether you are facilitating or attending a meeting

e. Making accounts work for you (small to medium organisations)

Speaker: Mark Cummins – Russell New Accountants

Mark is a well-known writer and speaker on matters of financial governance. He feels that the team work ethos of Russell New enables the firm to offer a broad range of services to charity clients with the benefit of the commercial edge which is often forgotten by many other advisers. His approach is based on understanding our clients and their particular needs which enables us to work with them in achieving their strategic goals. Aside from heading up our team working in the sector, Mark provides charity training and general governance reviews for many of our charity and education clients. Mark is a governor of a Sussex based specialist independent school.

Session overview: Organisation and group finances are a core operational area for any organisation or group. Accounting is more than just ensuring that budgets balance. Clear, well planned and robust accounting processes can inform organisational planning, improve understanding of organisational finances across the organisation stakeholder group and enable trustees, staff and volunteers to meet any finance responsibilities and can ensure that any legal reporting requirements are fully met.

This workshop session is for people who have a day to day responsibility around finances or who are in roles where their finance understanding needs to improve. It will cover the main aspects of charitable accounting (as outlined below) as well as the opportunity for Q&A on your sticky issues.

- Reading and understanding accounts
- Keeping account and accounting requirements
- Reporting of accounts
- Independent examinations
- How to use your accounts for business planning purposes

f. Digital leadership for social inclusion: making digital work for your organisation

Speakers: Rich Denyer-Bewick and David Scurr - Citizens Online

David joined Citizens Online in September 2017 to lead on the Digital Brighton & Hove project, managing a cross-sector partnership network of over 100 organisations tackling digital exclusion. Fluent in French and Spanish, he has 10 years' experience managing and developing international networks, events and business partnerships in the social sector. An advocate of "tech for good", David is passionate about making our digital age one that is fully inclusive for everyone.

Rich, since joining the organisation in 2015 has led Citizens Online's hugely successful Big Lottery-funded 'Deep Dive' projects in Gwynedd, Plymouth, the Highlands, and Brighton & Hove, securing funding and sustainable partnerships. He is now responsible for overall operations and collaboration with the One Digital partnership. A keen tech and systems change advocate, Rich brings over 14 years of local government experience, including senior management of integrated health and social care services, homelessness and housing. Rich has first-hand experience of client-side digital inclusion and transformation projects.

Session overview: "Everyone's online now". "Digital transformation is the responsibility of our IT staff". "Our service is a people service, not a digital one – we'll never stop seeing people face to face..."

If any of these statements sound familiar or you have an idea that the opposites could be true, then we'd love to see you at this workshop.

In this interactive session, we'll be discussing the ins and outs of being a leader in a digital age, with a particular focus on community, voluntary and public services. Together, we'll explore how we can all be better digital leaders and help you to:

- Develop your confidence and motivation in making a digital change in your organisation
- Identify practical approaches and digital solutions to develop, maintain and embed organisational digital change
- Gain a better understanding of what digital inclusion means for your staff and service users

So come along and find out how digital transformation is not just the keepsake of IT geeks - it's yours to have, hold and mould.