

Clore Leadership
Connect/Reflect
Information session

Team intros & roles

- Kate Atkinson – Head of Programmes
- Sarah Stott – Coordinator, participant liaison

About Connect/ Reflect

- Pilot scheme in 2025, responding to World of Work
- ACE funded continuation for 2026
- Facilitated Peer Learning Groups & 1:1 Coaching
- Participants – executive and artistic leaders
- Prioritisation for Global Majority, D/deaf, disabled & neurodivergent participants, NPOs, IPSOs and Priority Places, recipients across England
- Aims to provide support, connections, opportunity for reflection and growth for leaders
- Low cost - £90 + VAT coaching or £30 + VAT Peer learning groups
- 75 coaching places
- 100 peer learning group places

Peer Learning Groups

- **What?** 3 x online small group sessions, 90mins £30 + VAT
total small group sessions
- **How:** Zoom, monthly regularity, facilitated
- **What is it?** confidential spaces for exchange, support & ideas
- **'Critical friends'** – different perspectives, experiences, to support, challenge & ideas
- **Groups will:** be structured, offer support & kinship, advice, ideas, insights & new connections, have the themes shaped by group
- **Groups won't:** be training, have set agendas, give you all the answers –you will need to test, try out and reflect on actions between and beyond sessions.
- **What can groups support with:** working through professional challenges, areas of enquiry, bouncing ideas or being a sounding board

Peer Learning Groups – cont

- **About the spaces** - facilitated by experienced Clore Leadership facilitators, confidential, group membership shared in advance, Community of Learning Agreement
- **Who:** cross sector group membership, leaders around the country, common experiences of leadership, up to 10 people in each group
- **Select a group:** dates on the website with facilitator biogs, staggered release of new group dates
- Also 3 **targeted groups** Autumn 2026
 - D/deaf, disabled and neurodivergent
 - Neurodivergent
 - Global majority
- With facilitators from these groups

Coaching

- **What?** 3 x 1 hour coaching slots **How:** Online/ phone, decided by you and the coach, £90 + VAT total
- **What is it?** Individual support to find solutions to a challenge
- **'Onion'** – exploring the layers underneath an issue
- **Coaches will:** support **you** to find, develop and test your **own** strategies through reflection, framework, insights, questions.
- **Coaches won't:** give you all the answers or do the work for you. You will need to test, try out and reflect on actions between and beyond sessions.
- **What can coaching support with?** Coaching can be helpful to work through a variety of work related issues.
- **Examples:** A challenging dynamic or work relationship, developing your own strategies for an area of your work where you feel 'stuck', helping you better understand your own strengths or development areas, and many more!

Selecting my coach

- **How** - You tell us in your expression of interest what you are looking for from your coach – area of experience, coaching style/ approach or lived experience
- We review against our long list
- We will suggest up to 3 coaches to you (based on your preference) and send info and contact details
- You arrange a **chemistry call** – 'try before you buy' short call
- **Final choice** - it's yours
- **Dates & pace** – set by you and the coach. The questions you want to explore may inform this.
- **Who are the coaches?** Experienced coaches: different areas of coaching style/ approach, sectoral & leadership development areas, lived experience, insurance & training

Maximising impact

- We recognise that the support we can offer through the scheme is time limited
- You can start now by thinking about what support would suit you best and the kinds of issues it would be helpful for you to explore with a peer group or coach
- We are creating pre programme preparation materials: to help participants understand each type of programme, prepare for, maximise and action learning between sessions
- You may want to continue your group or coaching – that's welcome but will be down to you to initiate and fund

Confidentiality & evaluation

- Confidential spaces
- You will agree how you want to work together with your coach/ facilitator and peer learning group members – specific ground rules, access or other requirements
- Community of learning agreement – collective agreement on ways of working together
- We will ask you to complete a short evaluation at the end of the programme - helpful to understand impact and your experiences of the programme

Safeguarding

- We have a duty to act on and where appropriate refer onwards concerns of a safeguarding nature.
- Safeguarding concerns override confidentiality.
- Lead Designated Safeguarding Officer is Kate Atkinson kate.atkinson@cloreleadership.org

Eligibility

- Leadership role in an organisation
- You **cannot** apply if you took part in our 2025 pilot
- 1 place/ application per organisation
- Larger organisations greater than 250 people - 2 places
- You need to be based and working **in England**
- Executive or artistic leadership
- Mid to senior level
- Freelance employment status – yes
- **Prioritising:**
 - D/deaf, disabled and neurodivergent leaders
 - Global majority
 - ACE priority places
 - 60% places for NPOs & IPSOs

Apply

- You can apply for a peer support group **or** a coaching place – **not both!**
- What support do you need?
- Online application – Clore Leadership website

Payments

Subsidised fees

- Coaching £90+ VAT total for 3 sessions
- Peer learning groups £30 +VAT for 3 sessions

How to make payment

- Payment via Eventbrite once your place is confirmed

Timeline

Peer Learning Groups

- Peer Learning Groups have phased starts across May to December 2026. Dates have been released for the Spring/Summer Groups and there is the option to request the Autumn dates when you apply.
- Places will be offered at the beginning of May.

1:1 Coaching

- Individual coaching sessions can take place anytime between May and December 2026. Exact times, dates and pace are mutually agreed between participants and coaches.
- Places will be offered at the end of May.

Application Deadlines

Peer Learning Groups = Thursday 30 April

1:1 Coaching = Wednesday 6 May 2026

Any questions?

Thank you for coming to the
information session !