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Association of Chief Officers of Scotland's Voluntary Organisations

About ACOSVO

Association of Chief Officers of Scottish Voluntary Organisations
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ABOUT ACOSVO

The Association of Chief Officers of Scottish Voluntary Organisations (ACOSVO) is focused on excellent third sector leadership. We connect and support over 500 leaders throughout the various stages of their leadership journey. We provide services, networks and events, encouraging the sharing of ideas and best practice in a safe and confidential space. ACOSVO's strategic priorities aim to shape the future of Scotland's third sector leaders by providing every leader with the opportunities to **inspire, excel and develop**.

[Click here](#) for a short video about ACOSVO

MEMBERSHIP

ACOSVO is a membership organisation supporting leaders of third sector organisations. As a membership body, our members are at the heart of everything we do. We support members through a wide range of leadership services from peer networks and events to leadership development and support services.

There are two type of membership:

- **Full Member** - Chief Officers (irrespective of job title)
- **Associate Member** - Senior staff (aspiring leaders) or next stage leaders (retired or out of post)

Alongside members, ACOSVO chairs Scotland's Third Sector Governance Forum which manages Scotland's annual Trustee Week conference. We have also developed a Chairs and Vice Chairs Network for Scotland involving over 70 chairs of third sector organisations.

We have a strong network of Strategic Partners and supporters, from third, public and private sectors, who help us support our members in the work we do.

MEMBERSHIP BENEFITS

We provide a range of benefits including:

- Access to selected free events, learning and support services
- Discounted rates for paid-for events and services
- Access to an exclusive members LinkedIn group
- Eligibility for members' Chair or Vice Chair to join the ACOSVO Chairs' Network
- Access to experts from across industries and sectors with discounted and FREE services and support on issues such as: HR, accountancy, recruitment, legal, media, marketing, investments, website support and governance, among many others

MEMBERSHIP SERVICES

Leadership Exchange - The Leadership Exchange Programme is open to members and non-members. It is a free initiative which pairs senior and executive leaders cross sector to learn from each other, develop an understanding of another sector, encourage collaborative working and improve leadership skill capacity. This programme has two entry cohorts each year.

Mentoring - The Mentoring Programme is free to members. It matches mentees with an experienced mentor who will offer support with key issues, challenges and personal development. This service is a rolling programme across the year.

Chief Officer First 100 Day Support Service - The Chief Officer First 100 Day Service is aimed at first time Chief Officers, as well as those with some experience who might be moving to a new Chief Officer role. The package provides a toolkit to navigate the countdown stage to starting a new role, the first 100 days in post and beyond, and is valid for 12 months from acceptance of your application.

Interim Exec Service - The Interim Executive Service can be accessed both as a support to an organisation when there is a temporary gap in leadership and/or as a support to Chief Officers in times of need. It can also offer Senior Management support on a temporary basis. The Service is tailored to organisation's needs and all ACOSVO Interim Executives have undergone training and a rigorous selection process.

Leader Support Service - The Leader Support Service is a FREE, confidential package aimed specifically at providing crisis support to third sector Chief Officers who are experiencing difficulties and who feel that their job may be at risk.

360° Appraisal - The 360° Appraisal Programme is a process whereby an individual receives feedback on their performance from several individuals who regularly interact with the person being reviewed. Feedback can be provided by team members, employees, colleagues, trustees, and even external partners. Respondents remain anonymous and their data is aggregated to encourage the respondents to provide balanced feedback, including constructive criticism. The Service provides a range of options for members to use.

Mediation - Mediation is an effective way of resolving disputes by enabling people to make their own decisions about how to move forward. It is a flexible process and can be used in a wide variety of situations.

Honours - In partnership with The Scottish Government, ACOSVO supports Scottish third sector leadership nominations to the UK Honours Awards process. This service provides an opportunity to nominate those who have made a significant and demonstrable contribution to the third sector in Scotland.

EVENTS, LEARNING & NETWORKS

EVENTS

General - We develop a calendar of events each year for members to network and more importantly learn from each other in a confidential space. These events deliver value and enable access to a wealth of knowledge and experience from across the sector and beyond.

LEARNING

Leadership Development - Through various investment and funding opportunities, we are able to provide a bespoke training packages for members, including some accredited technical training. In addition, we also run a longer Transforming Leadership development course that is extremely well-rated and popular.

NETWORKS

Active Leadership - The Active Leadership programme supports third sector leaders to de-stress, network, share and develop all while getting healthier and having fun. We have a calendar of active events across the year.

Alumni - The Alumni Network is for out of post, "retired", or retiring, third sector Chief Officers. The aim of this network is to ensure the third sector doesn't lose the wealth of knowledge and experience and retains strong links to next stage leaders throughout the sector.

Women Leaders' Network - The women's network provides opportunities for members to network, offer peer support, and learn together with other women in leadership positions in Scotland's third sector. We aim to encourage and support women aspiring to reach their full potential.

Chairs' Network - ACOSVO's Chairs' Network is a dedicated network designed to specifically support the needs of Chairs (as well as Vice Chairs & aspiring Chairs) of Scottish voluntary organisations. The Network offers peer support, good practice and experience-sharing in a confidential environment comprising of learning and networking events throughout the year.

Exclusive Member LinkedIn Group – We encourage members to use their peers to share ideas and best practice and to seek advice and/or help through this exclusive confidential group. The group has over 370 members with active posts/conversations each week from the membership. Recent posts have included: requests for brand guidelines; templates for business plans; board portfolio models; recruitment and even an offer of free office furniture!

ADDED VALUE

In addition to the support, learning, networking and development opportunities, there is lots of added-value to being a member:

- Creating more effective leaders across Scotland's communities
- Inspiring the next generation of leaders
- Building a strong peer support network across Scotland
- Enhancing opportunities for partnership and collaborative working across the sector
- Provide leaders to strengthen their leadership journey
- Strive for 'Excellence in Leadership' for the sector

We would welcome any opportunity to discuss further.

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