

Leadership Exchange Programme

Open to leaders from all sectors

Matching cohort deadlines:

March and October

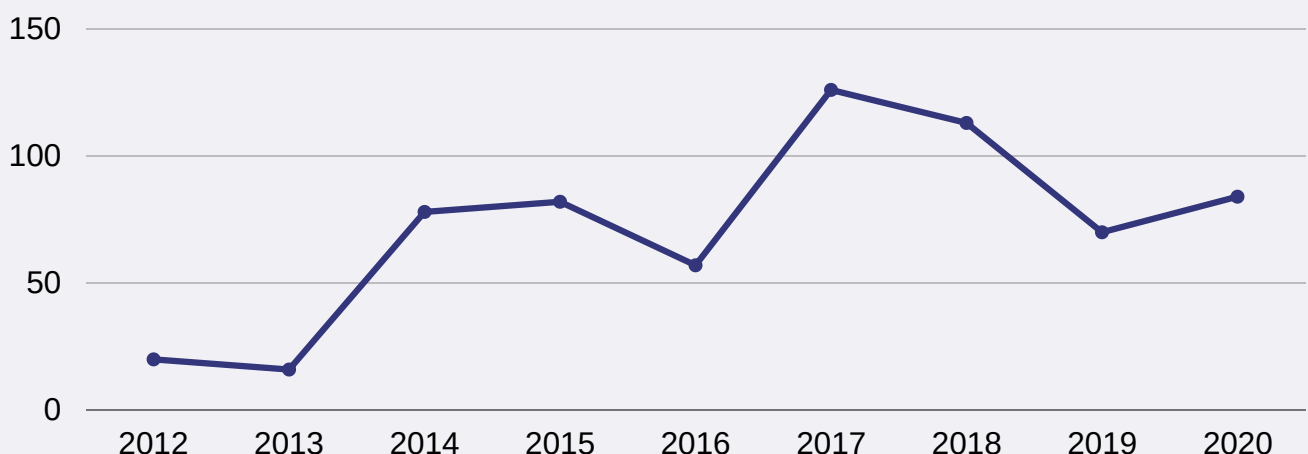
Walk in another's shoes

Over 600 middle, senior or executive leaders across Scotland have taken part in the ACOSVO Leadership Exchange Programme since it began in 2012. To measure its impact across the third, public and private sectors we have evaluated its coverage and the outcomes gained by participants.

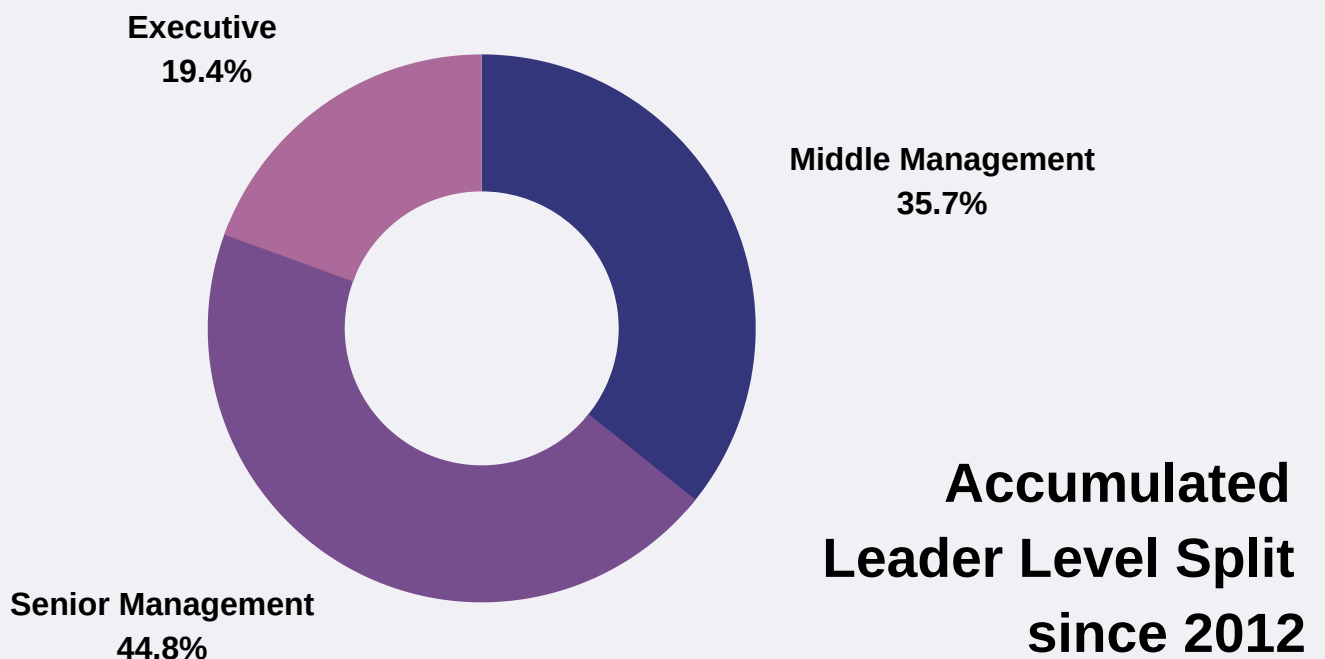
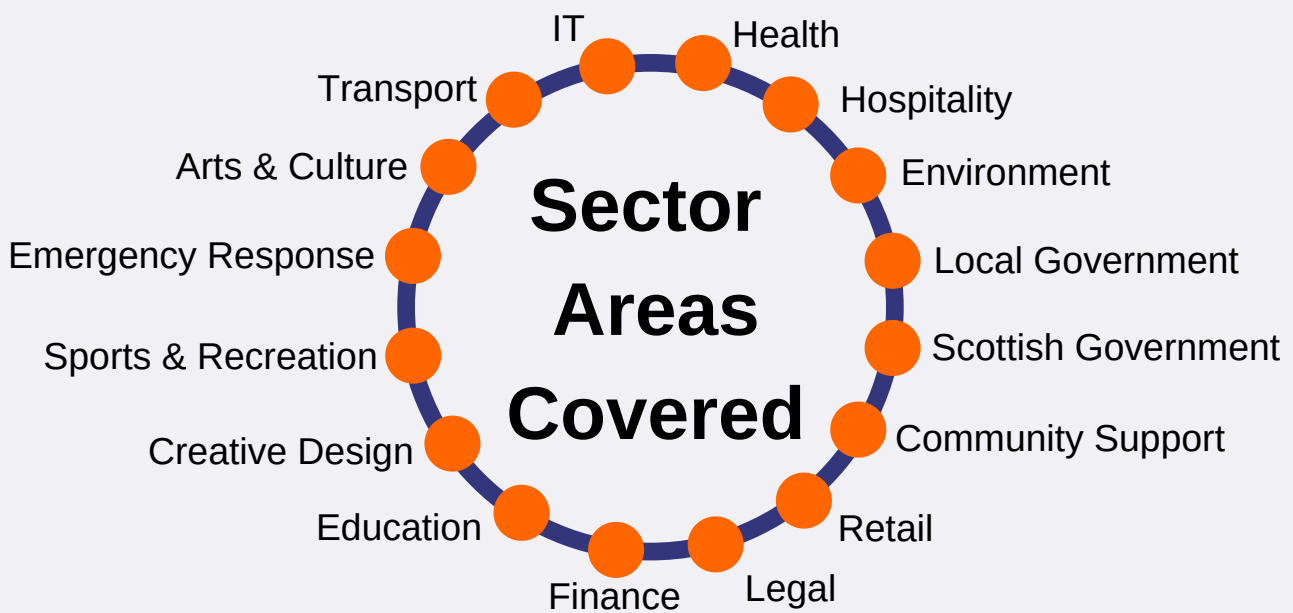
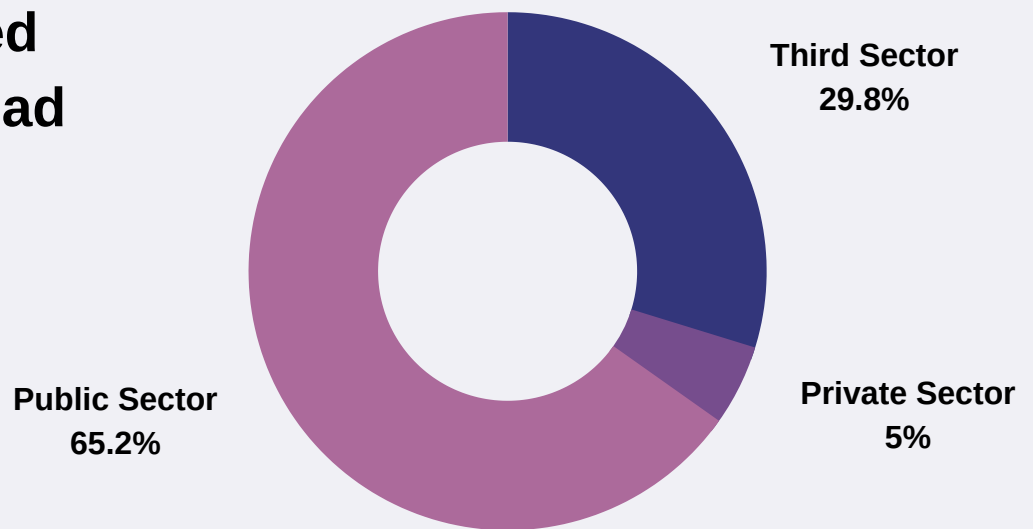
Top 5 exchange benefits

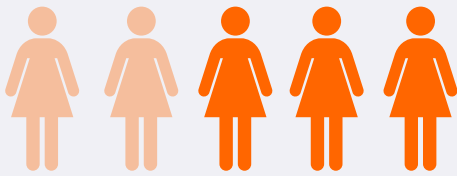
1. Insight into a different sector
2. Fresh perspective
3. Share best practice
4. Develop leadership skills
5. Peer support

Programme Participation since 2012

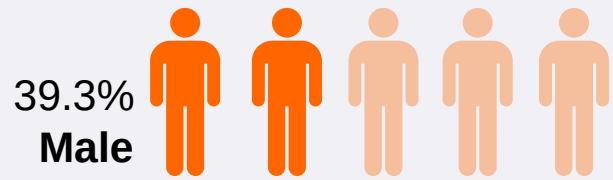


Accumulated Sector Spread since 2012

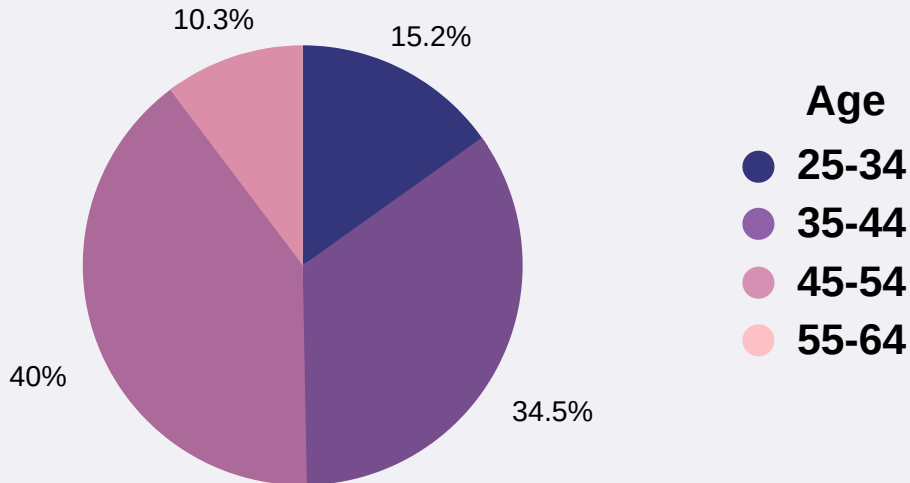




Female
60.7%



Leadership Diversity: Gender and Age Split



Exchange Activities

- Shadow roles
- Attend meetings, events or training together
- Introduce to new networks
- Meet informally over coffee
- Collaborate on projects

**Average Exchange Duration:
6 months to 1 year**

"Different organisations working together- an incredible enabler of learning!"

"Refreshing time out to reflect, share and learn from a different sector leader."



**Top
Exchange
Themes**

- Strategic Planning
- Change management
- Stakeholder engagement
- Digital transformation
- Performance Management
- Leadership development
- Organisational and personal challenges

"A chance to tap into experience and advice that would ordinarily not be available."

"The exchange can provide a valuable insight to other unfamiliar sectors and grow your network."

"It was an extremely positive, light-touch and flexible approach."

"I found this form of 'mutual mentoring' supportive and refreshing."

For more information and to apply
visit acosvo.org.uk/leadershipexchange or email
services@acosvo.org.uk

Charity No. SC030547 Company No. 211359