



Investing in Leadership Excellence



Welcome



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Victim Support

Who we are

Victim Support is an independent charity dedicated to supporting victims of crime and traumatic incidents in England and Wales.

What we do

We provide specialist help to support people to cope and move on to the point where they feel they are back on track with their lives



The Problem

- Internal audit reveals opportunities for more leadership development
- Staff Survey reveals desire for more leadership development and mentoring
- Focus groups reveals need for additional training in ‘soft skills’.



The Challenge

- Create a programme broad enough for any people leader to attend but relevant enough that it feels truly developmental
- High-pressured and fast-paced organisation means time is limited
- Budgetary constraints
- Challenge thinking whilst also providing essential leadership skills
- Moving from traditional models of learning and development

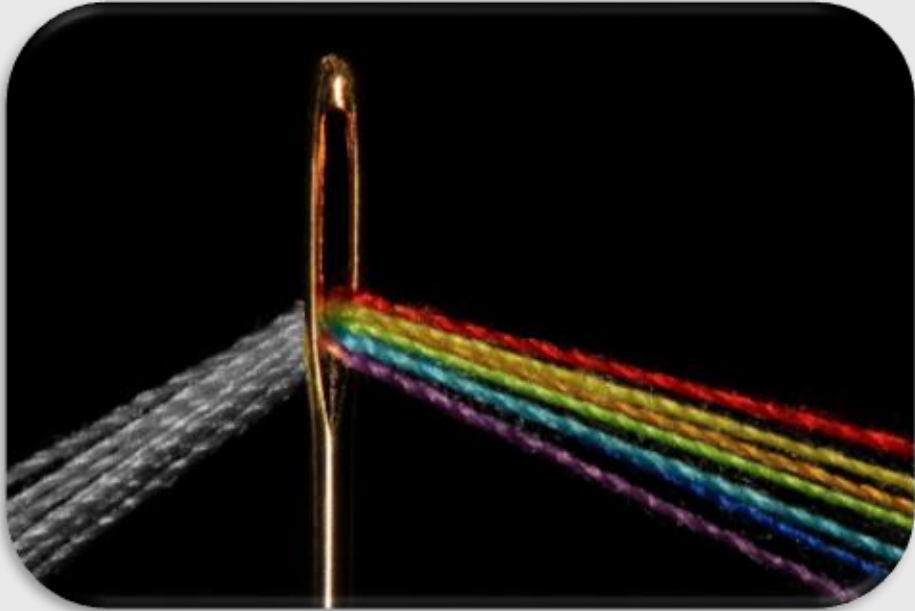


The Solution

- 12-month cohort-based programme
- Pre work to introduce key concepts and models
- Monthly ‘live’ facilitated sessions
- Post session resources to aid reflection, create actions and offer further reading
- Concurrent monthly ‘leadership’ based podcasts
- Mentoring / coaching programme
- Final graduation session including final presentation from learners
- Action learning sets



Golden Threads



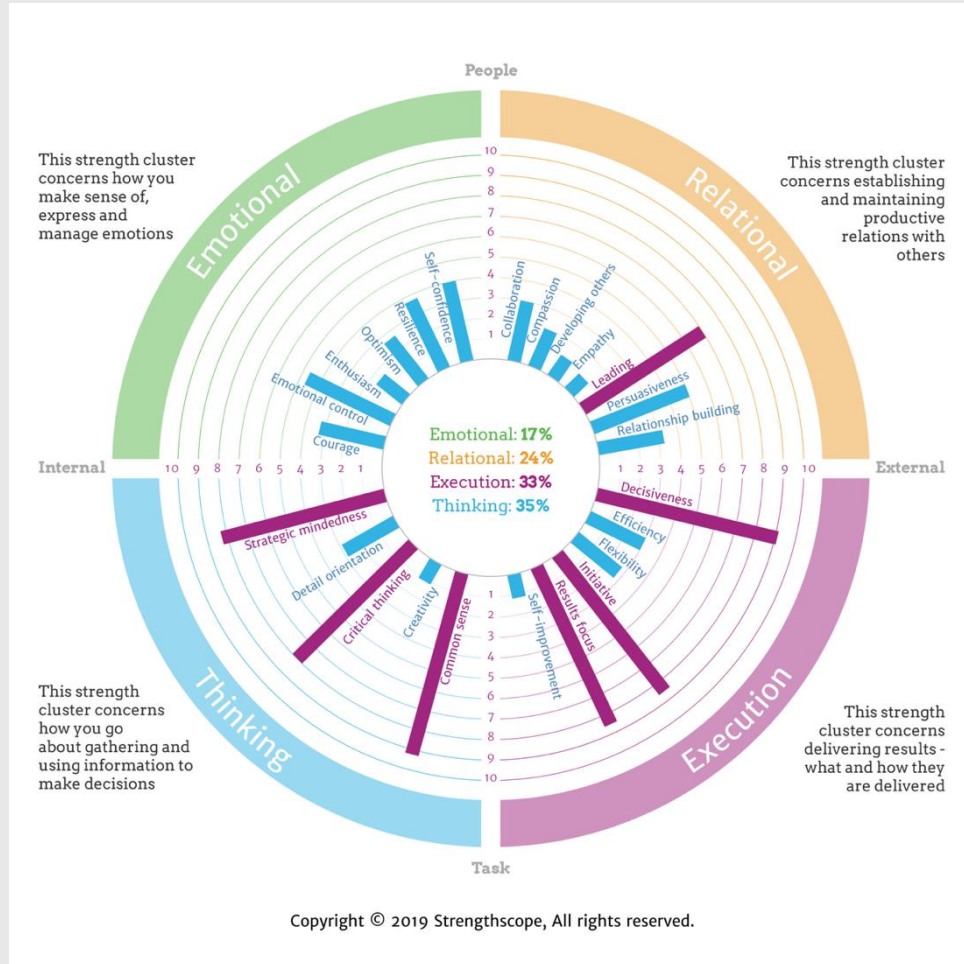
- Built around Victim Support's values of ICARE
- Supports the achievement of Victim Support's 2024 - 2029 strategy
- Strengths based - Baseline Strengthscopetm report for each participant
- Leadership shadow
- Leadership behaviours

Why a forum theatre approach?



- Shown to increase confidence and competence in developing advanced communication skills
 - Shown to be more memorable as a learning experience
 - Develop confidence to 'rehearse' important conversations before having them in real-life
1. Mardlin, P (2013) Forum Theatre: Exploring its usefulness in allowing student nurses to rehearse difficult situations requiring advanced communication skills. *MA Thesis*
 2. Gourd and Gourd (2011) Enacting Democracy: Using Forum Theatre to Confront Bullying. *Equity and Excellence in Education*. 44 (3)
 3. Osterlind (2008) Acting out of Habits: Can theatre of the Oppressed Promote Change. *Research in Drama Education*. 13 (1).

Why Strengthscope™?



- Only strengths-based assessment to achieve registered status with British Psychological Society
- Focusses on unique strengths
- As a result of strengths interventions employees reported the following:
 - 79% had improved confidence in their strengths and how they could best contribute at work
 - 73% improved their overall work performance and results
 - 66% had improved their contribution in area they were naturally drawn to

Why Charity Mentoring Network?



- Realistically, we simply didn't have capacity in-house to offer mentoring to all leaders
- Connects both charity and non-charity staff/volunteers so they can support one another and share knowledge and expertise
- Currently has 102 member organisations with 1619 participants and growing
- Anyone in the organisation can access mentoring

Wider Leadership Support Provision

- Creating a 'Leadership' Community of Practice
- Additional 'add-on' sessions to deal with systems and processes, such as sickness/absence, health and safety, recruitment etc - could be e-learning, masterclass Q&As or creation of 'The Little Book of...'.





Thank you

Any questions

