

# The Emerging Leaders Program



***The Emerging Leaders Program enables leaders to empower youth and children towards breaking the cycle of poverty and living life with dignity.***

Designed with an aim to inculcate self awareness, the Emerging Leaders Program helps leaders take responsibility, develop voice on key sectoral issues and influence their organisation's strategic focus towards impact. The program helps to gain perspectives on self learning and the history and aims of education and employability in the Indian and global context, locate the strands of exclusion/discrimination within the system and what that means for dignity of the learner.

Through the program, leaders can engage with a self learning framework for 21st century skills and gain skills to design self learning experiences using technology as an enabler. With the help of various tools and techniques, leaders can deconstruct their organisation's strategy, identify how power, conflict and collaboration play out and

identify areas of change for their organisational culture.

Civil society needs 21st century leaders who are empowered, creative and critical thinkers, capable of challenging the status quo, building strong value-based self learning organisations that negotiate through the socio-political realities of today. These leaders need to be strategic in their approach. That implies their ability to synergise, manage conflict, establish effective relationships and bring an interdisciplinary mindset to build thriving organisations, maximising impact and relevance of the organisation. At the same time, leaders need to operate from a sense of inner security to cascade the leadership forward and build collaborative cultures leading to sustainable organisations.

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***The single biggest way to impact an organization is to focus on leadership development.***

**-John Maxwell**

## Leadership development

remains one of the most sidelined aspects within Civil Society Organisations. Difficulty in raising resources, identifying training programs and allocating dedicated time along with regular work, are some of the key reasons for this sidelining. As per a Bridgespan study - more than 50% of the organisations surveyed did not feel confident that anyone internally can effectively lead their organisations in the absence of their senior most leaders.

## The Emerging Leaders Program

This program is for emerging leaders from

- A mid-to-small sized community-based civil society organisation (CSO)
- A Civil Society Organisation (CSO) that is looking to strengthen existing programs for sustainability and impact
- An operationally growing CSO that is looking build an open learning culture in their organisation

*The program is meant for individuals interested in understanding the concepts of self learning and 21st century skills and applying it in their context and work with young people and children.*

## What does the program offer?

The Emerging Leaders program offers the following competencies:

### 1. Individual leadership competencies

- Articulate personal vision/mission/strategy
- Identify own leadership style, act with self awareness
- Build and manage relationships, resolve conflicts
- Sharpen decision making skills, take responsibility

### 2. Organisational leadership competencies

- Understand and drive organisational strategy and impact
- Build the organisational learning culture
- Strengthen accountability and define its growth pathway

### 3. Sectoral leadership competencies

- Gain sectoral knowledge on key issues around self learning
- Build a network with other key influencers
- Develop your voice on key sectoral issues
- Learn from the experts and global good practices

## Program details

The program has 4 modules and is spread over 12 months.

12-15 days of workshop sessions will be conducted in Bangalore for each batch to work and learn through a case-based and collaborative approach

### The modules are:

#### Module 1

Understanding self

#### Module 2

The dynamics between education, employability, 21st century learning and the dignity of the learner

#### Module 3

Self learning frameworks for 21st century learning with technology as an enabler

#### Module 4

Understanding organisations

Each module will include a residential workshop. Modules 1 and 4 will be entirely residential, to be conducted in Bangalore.

Modules 2 and 3 are electives. Other than the electives mentioned above, that are offered by Quest Alliance, participants can opt for electives offered by Quest's partner organisations - Anandi, Janvikas, Yuva, Saath and Azad Foundation. Some of these electives would be:

Trainer skill  
shop

Networking and  
advocacy

Understanding  
the unconscious

Understanding  
the Dalit frame

The modules will be a mix of experiential, self reflective, group activities and frameworks along with reading resources. The participants will engage in applying the frameworks and practices to their organisational context and identify areas of action.

## Program fee

**Total program fee - INR 1 lakh**

**Fee for Quest Partners - INR 50,000**

**Write to us for availing a scholarship of upto INR 25,000**

The program fee covers training across all modules, access to training materials both offline and online and accommodation during the workshop sessions. The participants will have to arrange for their travel to and from Bangalore.

## Selection process

The Emerging Leaders Program is an invite only program, currently open only to the Quest partner network.



The organisation leader can nominate upto two emerging leaders by filling the [nomination form](#)

Once nominated, the emerging leaders need to fill an [application form](#) expressing their interest to join the program



The nominated emerging leaders will be interviewed by the Quest team before the final selection

## Selection Criteria

- ◆ The emerging leaders should have an understanding of the organisational vision/mission/strategy
- ◆ The emerging leaders should have demonstrated an alignment with the organisational values
- ◆ The emerging leaders can be from different functions within the organisation
- ◆ Leading teams or projects is not a necessary condition for selection The organisation heads should see the nominated candidates as taking up leadership roles in the future and should be ready to create space and support for them to take leadership roles

## Timelines

[Nominations](#) to be sent in by the Founder/organisation head: 15th April

[Application](#) forms by the participants to be sent by: 30th April

Interviews will be held between: 1st to 15th May

First Module on Self in Bangalore: 17th - 21st June

### Contact Details

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