



# SPECIAL OLYMPICS LEADERSHIP ACADEMY

## LEADER III WORKSHOP KOLKATA, INDIA



Special Olympics Leadership Academy held the first ever Leader III workshop for Asia Pacific leaders in Kolkata, India, on January 20-22, 2018. The Academy is a leadership development program aimed at engaging and inspiring emerging leaders to become brave, visionary, dynamic leaders that drive the development and growth of Special Olympics in their country or state.



### PARTICIPANTS

19 leaders

4 countries

Bangladesh

India (8 states)

Nepal

Philippines



### OPENING KEYNOTE

The Leader III workshop built on the learning from the first two Academy modules. The participating leaders, who had formed a close collaborative network through the previous Academies, joined forces to think through a challenging topic of non-profit sustainability.

**Mukti Gupta**, MD, Mukti Group and President, Help Us Help Them, delivered an opening keynote and Q&A, inspiring everyone to put their hearts and minds into the Programs' future. In her remarks, she emphasized the importance of having a strategy, a clear vision, and a great team that one can rely on to do hard and important work.



### COACHES

The following coaches worked with the group:

- **Ritendra Banerjee**, Entrepreneur and C-level Advisor
- **Rohan Jacob**, Strategic & Financial Adviser to Companies, Q5 Capital
- **Aarti Mahadevan**, Founder, Governance Counts
- **Denis Doolan**, SOI
- **Olga Yakimakhov**, SOI



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Awesome experience of learning together. Activities were well interspersed with step-by-step project creation to understand sustainability. Your patience and ability to handle the diverse team with different learning styles is extraordinary.

- Dr. Reena Kumar  
National Clinical Advisor, Bharat



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Excellent approach and professionalism in conducting Leader III in Kolkata. The experience gained in the three-day workshop will give extra mileage in our day-to-day work, enabling us to be the front-runners in our chapter.

- Satbir Singh  
TATA Coordinator, Jharkhand



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We have been using the word sustainability for twenty years, but this workshop helped us to really discover the meaning of it. It is very complex.

- Dr. P.J. Sebastian  
Professor, Vivekanda University, Coimbatore



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It was like recharging a low battery. I was burnt out and wanted to leave but this Academy inspired me again to look at things differently, so I am staying!

- Sister Rani  
Program Manager, Kerala



## STRUCTURE

For the first time ever, Leader III module utilized blended learning. The participants attended three **webinars** before the workshop to get information about sustainability and use face-to-face time together for practice.

During the workshop, they applied new knowledge using **action learning** with peers and coaches. The leaders spent most of the time in small groups designing their own sustainability projects.



## DELIVERY

The Leader III workshop focused on the following:

1. NGO sustainability essentials: definition and framework - its organizational, programmatic and financial aspects
2. Importance of unrestricted funds
3. Development of a sustainability strategy

In the Ideation Lab on Day 1, the group used its collective wisdom to brainstorm ideas for sustaining Special Olympics Programs. In the sessions that followed, the leaders designed five projects, which they will implement in four countries over the course of one year, contributing to growth and sustainability of these Programs.



## HIGHLIGHTS

The five projects developed during the workshop clearly showed that sustainability is not only about fundraising: developing second line leaders, enhancing community ownership of Special Olympics initiatives, enabling external networks to support health and sport integration, increasing internal staff capacity and enabling youth to lead resource mobilization. These actions directly support sustainability with big impact.

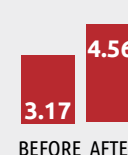
During the workshop, the group visited a center for children with autism and iFly Café operated by people with intellectual disabilities, both great examples of sustainable, impactful social change initiatives.

## EVALUATION

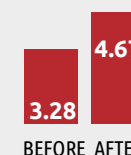
Participants completed an evaluation form providing feedback on the pilot workshop and to rate their skills, conviction, understanding, and positive gains. All participants without an exception were satisfied with the new methodology, delivery and content. "*Stretched us beyond to think differently and sustainably,*" one of the participants wrote in the form.

The average overall satisfaction rate was 4.89 out of 5.

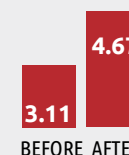
### SKILLS



### CONVICTION



### UNDERSTANDING



## PARTNER SUPPORT

Lions Clubs International District 322 B1 hosted the Leadership Academy in Kolkata, providing a warm and hospitable environment for our leaders. We appreciate the effort of amazing organizers from West Bengal. This workshop was made possible thanks to generous support of American Express Foundation, Lions Clubs International, Christmas Records Trust, CEB now Gartner, Special Olympics Asia Pacific Region and Bharat Program, as well as donation of online learning licenses by SkillSoft.

