



Not for Profit Executive Leaders Program



The Not for Profit sector contributes 10% of Australia's Gross Domestic Product, with one Not for Profit organisation for every 28 homes in Australia. 15% of the workforce is employed by Not for Profit organisations. Over 8,000 of those organisations are faith-based, or directly connected to churches. **Not for Profit is big business.**

Perhaps as in no other space in our society, leadership matters in Not for Profit organisations. They seek donations, employ staff, deploy volunteers and are very close to the communities and groups they serve. Character and integrity matter, as does transparency, good governance and accountability. They wear their values on their sleeves. When trust is breached or resources squandered the damage caused may be irreparable.

Arrow Leadership is recognised for its 20+ years of experience developing effective Christian leaders in Australia, North America, the UK and Europe.



The impact and effectiveness of any organisation rises or falls on the leadership and the leader's ability to build healthy culture, ensure alignment of purpose throughout and build great teams within that organisation.

Arrow Leadership training is geared to equip and empower leaders in building the internal assets and practical skills required for the lifelong journey of leadership.

Tim Hanna

Former Chief Executive Officer
Compassion Australia

Learn about The Arrow Not for Profit Executive Leaders Program.

Designed for emerging Christian leaders in the NFP sector, the **Arrow Not for Profit Executive Leaders Program** delivers a focus upon:

- the mind and character of the emerging leader
- engaging, stretching and releasing leaders to make an impact in their workplaces

The primary objective is to create leaders that are led more by Jesus, lead more like Jesus and lead more to Jesus.

This focus is complemented by thoughtful engagement within the context of leadership: of self; of teams; a leader's relationship with the wider functions of his/her organisation; and the organisational setting itself.

The ideal participant is serving in a leadership role in her or his organisation, possesses at least 5 years professional experience and has a long-term commitment to the NFP sector. Their future will demand the addition of thoughtful leadership capabilities in order to rise to the challenges of the next decade of their career.

Module 1: The Character and Integrity of the Leader

- Developing a Christian mind on leadership
- Addressing the danger of self deception
- Understanding individual preferences and their impact
- Balancing determination and humility
- Building supportive and challenging relationships

The Program

The program is structured across three, four-day residential modules over a nine-month period. In between these modules, participants work with an assigned coach or mentor, with a local support group and with the Arrow Leadership team to sharpen and apply their learning. Assigned reading complements their learning. The program commences with a state-based induction day held prior to the first residential module.

The program is not a truncated business or management degree. Nor is its focus curriculum or pedagogy. It is a transformational experience that applies Arrow Leadership's expertise and experience, providing a pivotal point in the lives of people who are called to lead like Christ in the NFP sector.

Aiming to strengthen character, confirm calling and build capability, the program creates a safe space to speak the truth with other participants resulting in relationships and networks that endure well beyond the program.

Case studies and role models are used to actively explore and demonstrate learning from skilled and faithful leaders. Tools and models are carefully selected that are accessible in the public domain so that participants can use them in their organisation into the future.

Past participants continually testify that Arrow is unique because of its ability to integrate faith, vocation and life for Christians who are called to lead in Jesus' name.



Module 2: Leading a Team

- The five disciplines of effective team leadership
- Measuring and improving team performance
- Making conflict a resource
- Giving and receiving constructive feedback
- Managing stakeholders and interdependence
- Leading change

Module 3: Leading and Transforming an Organisation

- Developing and implementing strategy
- Diagnosing and influencing culture
- Balancing competing stakeholder expectations
- Identifying and managing risk
- Communication
- Staying true to purpose

Application Process

Applications are encouraged from Christian emerging leaders serving in leadership roles, at or near the Executive level, within the Not for Profit sector.

Please nominate yourself or others by visiting:

arrowleadership.org.au/nominate

Executive Leaders Program Director



The program is coordinated by Peter Stone. Peter holds post-graduate qualifications in Christian Studies, Adult Education and Business Administration.

Commencing his career as a teacher, Peter has since served in organisational development roles with national responsibility in the public sector, professional services and at major listed companies.



The Arrow Leadership programs, both Emerging and Executive, have given members of The Salvation Army valued experience, not only in exploring their own personal leadership development, but also in developing relationships with others in various organisations.

These Programs enable exploration of self, team and organisations which is enhanced by listening to the developing stories of others who are navigating sometimes similar, yet sometimes different issues. Participants consistently describe their Arrow journey as a valued and deeply significant experience both spiritually and developmentally.

Commissioner Floyd Tidd
Former National Commander
The Salvation Army Australia



Having spent ten years working for a Not for Profit, I know what a privilege it is to work in this sector, doing good works that are funded by the generosity of others. I also know what a burden it is, stretching every dollar as far as possible and working with many stakeholders in a complex organisational environment.

That is why I am so excited to direct and develop the program in which I would have loved to be a part. Quality of leadership is mission critical in Not for Profits, so I am committed to ensuring each participant leaves the program better equipped for the challenge.

Peter Stone
Executive Leaders
Program Director

engage > stretch > release

Arrow Leadership

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