

ACE Capstone Leadership Programme for Non-Profits

FAQs

1. What is ACE Capstone Leadership Programme for Non-Profits?

ACE Capstone Leadership Programme for Non-Profits is the pinnacle leadership development programme that sets out to groom strategic leaders in the non-profit sector. This unique programme for current and potential Executive Directors adopts a practical and highly experiential form of learning, enabling them to test out different approaches and ideas while receiving coaching and feedback.

The programme provides you with the opportunities to network with senior leaders in the sector for possible collaboration and to work on innovative solutions that can influence policies at national level through Action Learning Project. Such initiatives will also help to raise the overall capabilities of the non-profit sector to improve the lives of beneficiaries.

2. How is this programme conducted?

The three-pronged approach to the programme includes the following:

- **Learning lab sessions** are where participants discuss cases and best practices of functional competencies needed to lead their organisations. These critically designed sessions are delivered by a strong and experienced suite of international and local industry experts and faculty members.
- **Executive Coaching & Development Centre** personalises the learning journey for each participant. Through CNPL's **COMPass** programme, participants will be better able to understand the competencies needed to become a high performing non-profit leader. The Leadership Surveys and Development Centre will enable you to identify strengths and receive feedback on developmental areas. There will be one-to-one executive coaching by credentialed coaches from the International Coach Federation (ICF) to assist the participant in designing an action plan to further their professional development.
- **Action Learning Projects (ALPs)** facilitate real-time, real-work opportunities for the participant to practise and apply what they have learnt to work in groups on authentic projects that may lead to sector wide impact and influence policy at national level.

At the start of the programme, participants will complete the leadership traits & competency surveys and participate in the Development Centre to identify strengths in their personal characteristics and areas of leadership competency. After the completion of the Learning Labs, ALPs and Executive Coaching, there will be a reassessment survey to provide participants with deeper insights on their leadership development since they started the programme.

3. Who is this programme for?

This top-notch leadership programme is highly recommended for current and potential Executive Directors or officers of equivalent responsibility in non-profit organisations and social enterprises.

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4. What is the time commitment for this programme?

Participants will need to commit to (a) pre-programme and post-programme surveys and 180-degree feedback reports; 1-day development centre and 4 coaching sessions, (b) 14 learning lab sessions of 17.5 days and (c) action learning project with 1-day presentation, across a 10-month period.

5. How big is the class size?

Classes are capped at 25 pax for conducive learning.

6. Is there any written assessment for this programme?

There will be no written assessment for the programme but participants will be working on Action Learning Projects in groups, which will help to facilitate real-time, real-work opportunities to work on practical projects that lead to sector-wide impact.

7. Will there be a certificate given to me after the programme?

Yes, participants will be presented with a programme certificate issued by Social Service Institute.

8. Do I need to apply for Tote Board's Subsidy?

No, there is no need to apply for Tote Board's subsidy if you are accepted into the programme.

9. For the remaining 10% of the programme fee, is there any funding scheme I can tap on?

Participants can tap on the SkillsFuture Study Award for Social Service Sector to defray the programme cost after funding.

10. What is the attendance rate expected?

Participants are required to participate in : (a) pre-programme and post-programme surveys and 180-degree feedback reports; development centre and coaching sessions, (b) learning lab sessions and (c) action learning project, to be eligible for funding from Tote Board and for successful completion of the programme. In the case of absence of any programme components and attendance of less than 75% for learning lab sessions, SSI reserves the right to charge full course fees to organisations.

11. If I miss a session of the programme, can I attend a make-up session?

As the programme is structured for learning and action learning projects to be conducted within each run, requests for participants to make-up at next run for missed training modules is subjected to SSI's approval.

12. How do I know if I am accepted for the programme?

A confirmation email will be sent out to accepted applicants at least two weeks before the programme's commencement date.