

The **Weiser Center for Europe and Eurasia** at the University of Michigan and the **William Davidson Institute** at the University of Michigan, in partnership with Slovakia-based organization **Hekima**, are excited to announce a unique opportunity for civil society leaders in Central Europe

NGO LEADERSHIP WORKSHOP

**INNOVATE
FOR
IMPACT!**

JUNE 13 –
JUNE 16, 2023

BRATISLAVA





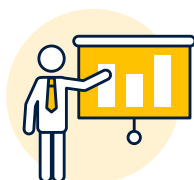
4 days

The workshop empowers selected civil society representatives and changemakers to strengthen their leadership skills, managerial capacities, and fundraising and innovation acumen to advance the impact of their organizations.



**Exclusive
tailor-made content**

BY ATTENDING THIS WORKSHOP, YOU WILL:



**Distinguished
instructors**

- Learn about the crucial role of innovation in addressing social challenges and the four stages and tools of an effective innovation process (framing the challenge, idea generation, design, testing, and scaling),
- Be able to develop fundraising strategies underused in the region, develop out-of-the-box thinking about potential donors, and learn to use strategies required to create or expand your donation pipelines.
- Learn to make impactful decisions, find creative solutions to problems, solve difficult tasks faster, and understand the world's challenges better.
- Consider the building blocks of performance management, and why it is important to organizations and employees.
- Explore what it means to have effective performance conversations, including sometimes difficult conversations, give timely and relevant feedback, and provide support for peak performance.
- Gain six-month access to an exclusive online portal with additional learning tools and materials.
- Gain access to other education and fundraising opportunities and our robust alumni network spanning 18 countries across Europe and Eurasia.
- Earn a certification upon successful completion of all training requirements.



**Networking
and partnership
building**

WHO CAN APPLY



**Certificate
upon completion**

- Leaders of NGOs, projects and initiatives from the following countries: Albania, Bosnia and Herzegovina, Czech Republic, Hungary, Kosovo, North Macedonia, Moldova, Poland, Serbia, Slovakia.
- Your organization should focus on one or more of the following areas:
 - Human rights, inclusion and diversity (including issues such as inclusion of minorities, migration, gender equality, etc.)
 - Strengthening democracy and rule of law (including watchdog activities)
 - Improvement of education towards critical thinking and democratic values
 - International development
- Advanced English language skills are required.

COSTS

Participants will receive the training at no charge. Hekima will cover participants' accommodation and meals at the training and reimburse all their travel expenses (flight tickets, ground travel).



**Supplementary
e-learning modules**

APPLICATION PROCESS

The deadline for applying is **Friday, March 17, 2023, CEST 23:59**. Complete and submit your application [here](#). The link does not allow for saving your information, so you may prefer to fill in the offline Word document linked in the application form, and then copy and paste your answers. Any questions should be sent to ivana.ulichna@hekima.sk with the subject 'NGO Leadership Workshop Application'. The applications will be evaluated, and participants will be selected by the Weiser Center for Europe and Eurasia at the University of Michigan, the William Davidson Institute at the University of Michigan, and Hekima. All applicants will have received a response by March 31.



**Access to an
alumni network**

PROGRAM OUTLINE

The Workshop is structured around presentations by distinguished experts and follow-up interactive small group discussions and Q&A sessions. The organizers will conduct a survey of participants' needs to guarantee tailor-made content.

START OF THE PROGRAM

Evening reception in Bratislava on Monday, June 12.

DAY 1: JUNE 13, 9.00 – 17.00

TRAINER: Tanya Popeau, Head of Sustainability and Innovation Specialist, Associate Lecturer at the University of Essex, United Kingdom

INNOVATION PROCESS FOR NGOS

Innovation plays a crucial role in addressing social challenges. It drives effective policies, education, economic growth and tackles socio-economic issues like poverty, health and many more. In this session, you will learn about an effective innovation process cycle, covering its four stages: from framing the challenge to idea-generation, designing, testing, and scaling the solution. You will learn about innovation techniques, skills and tools which have been used globally in the private and public sector. We will draw from real-world global case studies to illustrate how innovation practice can be successfully applied. You will learn how the innovation process was used to solve problems and increase impact, for example:

- Developing a platform to up-skill government staff in Fiji
- Using gamification to change attitudes to gender-based violence in Nepal
- Creating a tool for reporting corruption via mobile phone in Papua New Guinea
- Achieving legal justice for marginalized communities in Vietnam
- Scaling up energy efficient technology in steel mills in India
- Scaling projects in Chicago to address issues around adolescent health and poverty

You will outline the common challenges and draw from the lessons highlighted by global innovators.

DAY 2: JUNE 14, 9.00 – 12.30

TRAINER: Ryan Turner, Fundraising and Social Impact Consultant, USA and Czech Republic

INDIVIDUAL GIVING FOR CENTRAL AND EASTERN EUROPEAN NGOS

NGOs traditionally rely on a combination of grants and donations to fund their programs and services. Many organizations only view fundraising in terms of gifts that help to cover basic needs, instead of building relationships towards long-term sustainability and growth. Attracting donations and engaging supporters means investing in good work. This requires organizations to understand the value of their work, communicate their impact beyond the organization, and position themselves to accept support. Participants will explore skills, capacities, and strategies required to create or expand their donation pipelines. You will learn about the main types of underused donation and gift options for organizations to consider, reasons why donation efforts fail, and ways to start and expand giving support. Participants will leave the session with the knowledge of how to develop new fundraising strategies and what key action steps to take to expand their pool of donors.

DAY 2: JUNE 14, 13.30 – 17.00

TRAINER: Olivia Hurbanova, Chief Thought Provoker at HighBrows, Slovakia

**EFFECTIVE
THINKING
AND SMARTER
DECISION
MAKING IN
LEADERSHIP**

This session will introduce decision-making, reasoning, noise, and bias, and how understanding those concepts can make us better critical thinkers, leaders, employees, parents, and partners. We will also understand what exactly is happening in our brains when we are making decisions and how noise and bias (two different kinds of error) contribute significantly to errors in all fields, including economic forecasting, personnel selection, performance evaluation, food safety, and many more fields. And although noise and bias can be found wherever people make judgments and decisions, individuals and organizations alike are commonly oblivious to the role of chance in their judgments and in their actions. This course will explain how and why we are so susceptible to noise and bias in judgment—and how we can make better decisions, find creative solutions to problems, solve difficult tasks faster, and understand the world better.

DAY 3: JUNE 15, 9.00 – 12.30 (FOLLOWED BY AN OUTING TRIP NEAR BRATISLAVA)

TRAINER: Julie Felker, Affiliate Professor at the William Davidson Institute at the University of Michigan, USA

**DEVELOPING
PEOPLE
THROUGH
PERFORMANCE
MANAGEMENT**

Strengthening employee performance is an integral component of an organization's talent management strategy. Employees flourish when they understand how the work that they do contributes to the mission and goals of their organization, when they have the opportunity to develop their skills fully, and by receiving open and honest insights about how they are doing. In this session, we will consider the building blocks of performance management, and why it is important to organizations and employees. Because people development is one of the leader's most important responsibilities, this aspect of performance management will be in focus. Since the most powerful development often comes from on-the-job experiences, we will consider developmental activities in the context of the actual work environment. Employee development is considered a shared responsibility, therefore two distinct, though inter-related viewpoints will be incorporated into discussions and activities; those of both leaders and followers.

DAY 4: JUNE 16, 9.00 – 16.00

TRAINER: Julie Felker, Affiliate Professor at the William Davidson Institute at the University of Michigan, USA

**PROVIDING
SUPPORT FOR
GROWTH AND
DEVELOPMENT**

At the heart of strong performance management is open and honest communication that takes place in an environment of trust. In this session participants will explore what it means to have effective performance conversations, including sometimes difficult conversations, give timely and relevant feedback, and provide support for peak performance. More and more, coaching is becoming an integral part of a leader's role, therefore special attention will be given to this aspect of performance management. Coaching supports individuals to grow and develop, both personally and professionally. The basics of effective employee coaching, using a strength-based (versus deficit-based) approach, will be introduced and participants will have the opportunity to practice coaching, and being coached. Participants will leave the session with a deeper understanding of moving dialogues from "telling" to coaching, in order to help facilitate positive and lasting change in others.

SPEAKERS BIOS



**TANYA
POPEAU**

Head of Sustainability and Innovation Specialist, Associate Lecturer at the University of Essex, United Kingdom

Tanya Popeau is the Director of Synthesis and is an expert in innovation and sustainability. She has worked with the world's leading corporations, non-profits, government agencies and academic institutions, to design breakthrough innovations to global challenges. Her clients have included Unilever, the United Nations, UK government, UCL and the University of Chicago. Her projects have covered a range of sustainability issues including urban poverty, energy efficiency, social cohesion, sustainable development and education. Tanya also worked for the UN's largest agency and was at the forefront of their shift to a strategic focus on innovation. She implemented this new approach across 15 countries in the Asia-Pacific, overseeing the development of the first ever innovation fund in the region. She was the lead consultant on the fund, which generated projects which tackled challenges from natural disasters to women's economic empowerment.



**RYAN
TURNER**

Fundraising and Social Impact Consultant, USA and Czech Republic

Ryan Turner is a senior-level consultant to nonprofits/NGOs and social enterprises. He specializes in program development, capacity building, fundraising, organizational sustainability and strategy planning for organizations in transition and growth. Since 2015, he has worked primarily with social impact organizations and social economy stakeholders in Central Europe and Eastern Europe. Ryan Turner is a senior-level consultant to nonprofits/NGOs and social enterprises. He specializes in program development, capacity building, fundraising, organizational sustainability and strategy planning for organizations in transition and growth. Since 2015, he has worked primarily with social impact organizations and social economy stakeholders in Central Europe and Eastern Europe.



**OLIVIA
HURBANOVÁ**

Chief Thought Provoker at HighBrows, Slovakia

Olivia Hurbanová is a positive skeptic, lecturer and author of the "Future Skills" concept. She teaches in Slovakia, abroad and on campus. Her expertise inspires clients such as IBM, Lenovo, Dell, Swiss Re, Allianz, PWC, O2, Henkel, and many others. All her efforts aim to bridge the gap between hard science and soft skills. She takes a more complex approach to understand the complexity of human behavior. In February 2019, she was awarded the Lecturer of the Year title with a record 21 nominations for her extensive effort in the field of education towards inclusive and tolerant society.



**JULIE
FELKER**

Affiliate Professor at the WDI at the University of Michigan, USA

Julie Felker is a Faculty Affiliate at the William Davidson Institute at the University of Michigan. She develops and delivers management education and provides organizational development capacity-building expertise in transition and emerging economies to strengthen educational and economic infrastructures and promote positive social change. She has worked on a variety of projects around the world, including in Papua New Guinea, Rwanda, Philippines, Algeria and Bahrain. Dr. Felker also serves as the Academic Director of the Master in Management Program at the Luxembourg School of Business where she is responsible for strategic and administrative leadership in developing and maintaining educational programs of exceptional quality. She recently received coaching certification from the Weatherhead School of Management at Case Western Reserve University.

