



SPRING MAGAZINE 2024

CO³
Chief Officers 3rd Sector



FOREWORD

As we emerge from the 3rd wettest winter on record in Northern Ireland, we begin to see little teasers of Spring.... it's still not pretty out there, with hail and storms throughout March and April yet hope prevails, and soon we can enjoy brighter evenings with wonderful birdsong that finally indicate the end of winter.

As we embrace brighter days ahead, we acknowledge also, the welcome return of a functioning government and we look with optimism to work collaboratively with Politicians, Partners, Corporates and Civil Servants, to inspire leaders, influence policy and ultimately improve outcomes for 3rd sector leaders and the people they support.

Thankfully the weather has not deterred CO3 from improving outcomes for leaders across the 3rd sector, and it has been an extremely productive time from our ESG Leadership Conference in September through to the magnificent Awards event in March 2024. The Health SIG scoping project continues at pace, ambitiously building insight into third sector activity and potential whilst our recent partnership with UU provides our first foray into accredited Leadership pathways, a new exciting development that members have been keen to support and engage with.

Despite the negative impact of diminished funding, the never-ending cost of living crisis, exacerbated by recruitment and retention challenges, membership in CO3 continues to grow with many 3rd sector leaders turning to CO3 for solace, support and guidance.

Thankfully under Valerie's` excellent stewardship, team CO3 continues to innovate and push forward with a range of informed, relevant, connected and brave leadership support & network opportunities for 3rd sector leaders.

As Chair of CO3 I am really excited about our boards ambitious plans for 2024 and beyond, and I am sincerely grateful for the input and guidance the enterprise and charity board trustees consistently provide to CO3 and the wider CO3 network.

Signing off now in search of some summer sun and serendipity, and genuinely not too concerned in which order they arrive, as both will be warmly welcomed!

Jacinta Linden
Chair of CO3

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OUR VISION



Be Part of CO3 by Joining Us Today!

A network of third sector leaders who inspire and support through building peer connections, skills development and advocacy

Are you a third sector chief officer, chairperson, trustee or senior manager?

Do you have an interest in the third sector?

Do you want to join a strategic network for you and your peers, which will help you to lead more effectively?

Would the company you work for like to connect with or help the not-for-profit sector as part of your Corporate Social Responsibility?

If your answer to any of these questions is 'yes' then join CO3 today!

A network of over 850 third sector leaders who inspire and support through building peer connections, skills development and advocacy. We have a rich heritage in leadership development spanning some of the largest charities and social enterprises through to medium and well-known third sector organisations.

JOIN HERE





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To find out more, please contact:

Chris O'Neill, Partner

Evelyn Partners Investment Management LLP

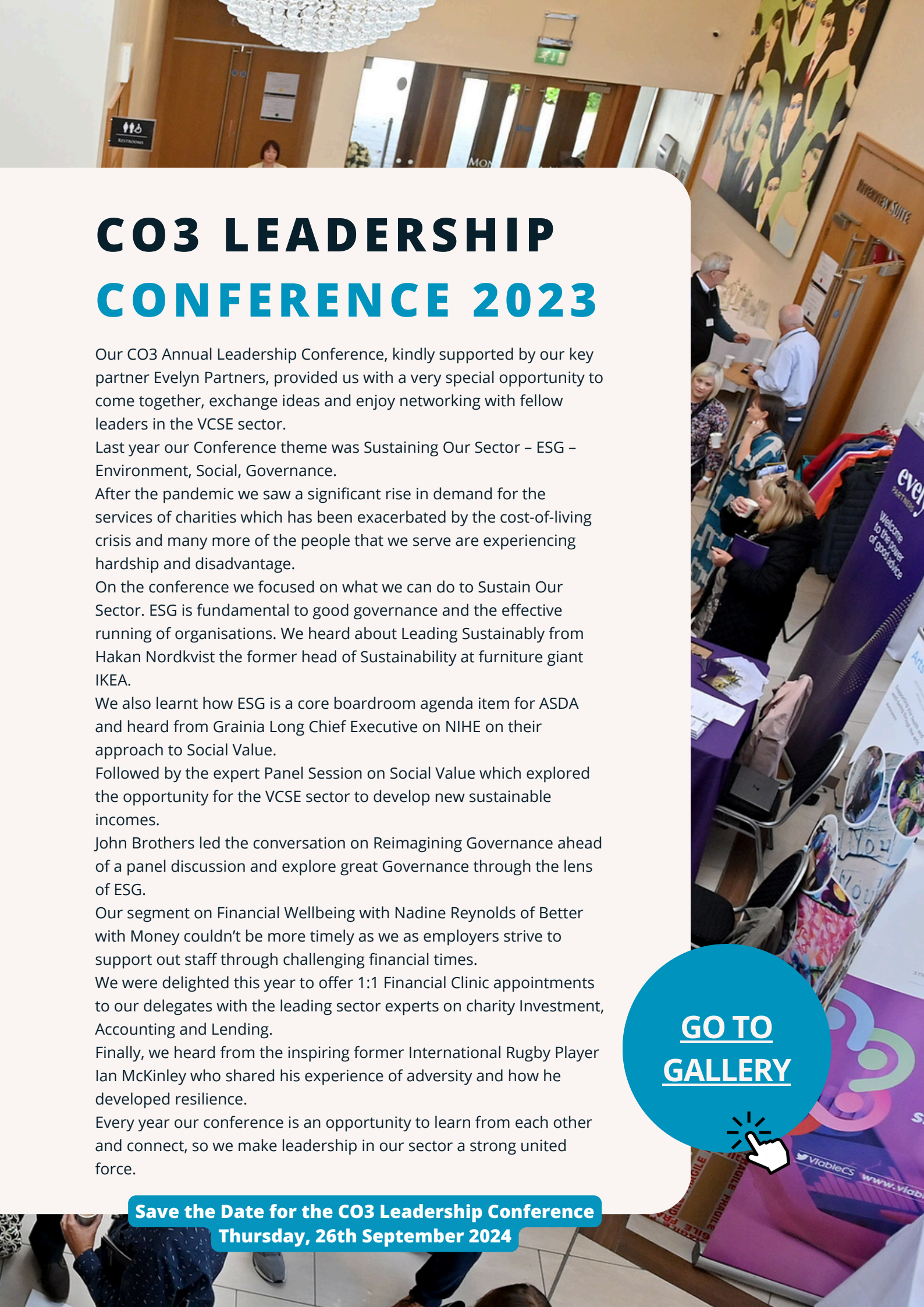
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CO3 LEADERSHIP CONFERENCE 2023

Our CO3 Annual Leadership Conference, kindly supported by our key partner Evelyn Partners, provided us with a very special opportunity to come together, exchange ideas and enjoy networking with fellow leaders in the VCSE sector.

Last year our Conference theme was Sustaining Our Sector – ESG – Environment, Social, Governance.

After the pandemic we saw a significant rise in demand for the services of charities which has been exacerbated by the cost-of-living crisis and many more of the people that we serve are experiencing hardship and disadvantage.

On the conference we focused on what we can do to Sustain Our Sector. ESG is fundamental to good governance and the effective running of organisations. We heard about Leading Sustainably from Hakan Nordkvist the former head of Sustainability at furniture giant IKEA.

We also learnt how ESG is a core boardroom agenda item for ASDA and heard from Grainia Long Chief Executive on NIHE on their approach to Social Value.

Followed by the expert Panel Session on Social Value which explored the opportunity for the VCSE sector to develop new sustainable incomes.

John Brothers led the conversation on Reimagining Governance ahead of a panel discussion and explore great Governance through the lens of ESG.

Our segment on Financial Wellbeing with Nadine Reynolds of Better with Money couldn't be more timely as we as employers strive to support out staff through challenging financial times.

We were delighted this year to offer 1:1 Financial Clinic appointments to our delegates with the leading sector experts on charity Investment, Accounting and Lending.

Finally, we heard from the inspiring former International Rugby Player Ian McKinley who shared his experience of adversity and how he developed resilience.

Every year our conference is an opportunity to learn from each other and connect, so we make leadership in our sector a strong united force.

[GO TO
GALLERY](#)

**Save the Date for the CO3 Leadership Conference
Thursday, 26th September 2024**

CO3 LEADERSHIP AWARDS 2024

Our CO3 Leadership Awards are an important opportunity for us to pay tribute to the exceptional people who lead in Charities, Community & Voluntary Organisations and Social Enterprises across Northern Ireland every year.

As CO3 is the representative organisation for leaders of the Community & Voluntary Sector we see first-hand the outstanding work and commitment of leaders in our sector.

This year we were delighted to have more categories which reflect the various talents and abilities in the Community & Voluntary Sector required in an ever-changing environment, with Leading Volunteering, Leading Fundraising, Leading Collaboration and Partnership and Leading Cross Sectoral Initiatives.

On another year of challenge and uncertainty, leaders in the third sector have again raised the bar, displaying courage, professionalism, resilience, and optimism in often very difficult circumstances.

With the generous support of Evelyn, and all of our category funders, it was our to showcase and celebrate you – the outstanding leaders of the third sector.

[GO TO](#)
[GALLERY](#)



HEALTH Special Interest Group

The CO3 Health Special Interest Group (SIG) exists to reflect the views of our members and influence policy that leads to better health and social care outcomes.

We are a leading coalition of health and social care charities and social enterprises with expertise in the care and support of people living with a wide spectrum of conditions, diseases and disabilities. Our member organisations work across the broad remit of health and social care connecting us with the experiences of people and communities throughout Northern Ireland.



With over 70 members the CO3 Health SIG is an important voice, and we are currently delivering a Scoping Study in conjunction with the Long-Term Conditions Alliance NI, to consider how we unite and utilise the collective experience of the sector, so that we can work effectively in partnership with the Department of Health and improve health outcomes in NI.

The Health SIG meets a minimum of twice a year and the Chair works alongside the CO3 Chief Executive to plan meetings, topics, speakers and ensure that members are kept updated on the activities of the SIG.

The Health SIG met on 28th February at the Cleaver Fulton Rankin office. The event was well attended and addressed by Professor Judy Bradley, the Director of the NI Clinical Research Facility (NICRF) at Queen's University. Prof Bradley provided us with an update on the work of iReach – the Institute for Research Excellence in Advanced Clinical Healthcare.

Consultant Brenda Kelly provided us with an update on the CO3 Health SIG and LTCANI Health Scoping Study.

The Health SIG is at a critical juncture with the rollout of the Integrated Care System NI. Recruitment of members from the third sector to the five new Area Integrated Partnership Boards, one per Trust area, with overall responsibility for strategic area planning and local delivery to meet local population needs, is underway. I am pleased to confirm that the ICS Steering Board has supported our recommendation that sector members on the five AIPBs can be members of the Health SIG.

The main goals for the upcoming months is for the Health SIG to provide peer support and help contribute to the two-way engagement AIPBs will need with the sector. We also await the outcome of the Scoping Study and will advocate for the implementation of its recommendations.

To Join The Health Special Interest Group
Email Cathy Harris at cathy@co3.org.uk

BRENDA KELLY



HEALTH SPECIAL
INTEREST GROUP

SCOPING Study Project

FIND OUT MORE



The purpose of the Scoping Exercise Project is to explore how to unite and utilise the collective expertise of VCSE health and social care organisations, so that they can work effectively in partnership with each other, with the Department of Health and other statutory agencies to improve health outcomes in NI.

The project has 5 phases: Establishing Baselines; Exploring Values and Vision; Building a Framework; Testing Models and New Beginnings.

Phases 1-4 are now complete with VCSE health and social care organisations taking part in the project in a number of ways: responding to an online questionnaire to help build a snapshot of the current context; engaging in 6 focus sessions, across Northern Ireland and online; and responding to an online questionnaire to test elements of models.

The next step of the project, is the final phase of the project, Phase 5- New Beginnings. In this Phase, a report outlining learning from the first 4 phases of the project and identifying recommendations, will be written and submitted to CO3 and the Long Term Conditions Alliance. It is envisaged the final phase will be completed during the summer of 2024.

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A CO3 SIGNATURE PROGRAMME

EMPOWERING LEADERS

CO3 launches the ELSP which will be running from April 24 to March 25.

This programme consists on a series of 10 high-level monthly masterclasses specially designed for VCSE CEOs, senior leaders and Trustees. The aim is to provide you with actionable, to-the-point sessions where you can develop the essential skills to address the most pressing challenges leaders are facing in the third sector today.

01

Comprehensive Skill Development:

Dive into a series of 10 high-level masterclasses, each meticulously designed to equip you with essential skills crucial for effective leadership.

02

Strategic Focus on Third Sector Challenges:

Gain insights tailored specifically for leaders within the third sector, ensuring relevance and applicability to the nuances of your industry.

03

Practical Application of Knowledge:

Move beyond theory with a program that emphasises the immediate application of acquired knowledge in your daily leadership responsibilities.

04

Community Building and Networking:

Connect with a supportive community of peers facing similar challenges within the third sector.

05

Flexible Participation Options:

For the best experience and value we recommend to book a full access ticket or if you need to you can book separate classes.

From Sector Leaders to Sector Leaders



Brendan Mullan
Chartered Director



Denise Hayward
Chief Executive at Volunteer NCR



Alex Bunting
Group Director of Therapeutic & Wellbeing Services at Ingham



Sara McCracken
PR Expert & Founder of The PR Club



Valerie McConville
Chief Executive at CO3



Roger Courtney
Third Sector Consultant



LEARN MORE



Upcoming Masterclasses



**Reputation & Crisis
Management with
Sara McCracken**

BOOK NOW



**Empowering
Volunteers with
Denise Hayward**

BOOK NOW



**Board Appraisal &
Evaluation with
Brendan Mullan**

BOOK NOW



**Succession Planning
with Valerie
McConville**

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**Mastering Employee
Engagement with Alex
Bunting**

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**High Productivity &
Deadline Management
with Valerie McConville**

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**The Power of
Networking with
Valerie McConville**

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**6 Things Every
Trustee Should Know
& Do Brendan Mullan**

BOOK NOW



**Internal Comms &
Organisational Culture
with Roger Courtney**

BOOK NOW



POLICY EVENTS

CO3 offers a gateway for members to participate in knowledge round tables and collaborative projects focused on enhancing and reforming policies that directly affect our community. Through active engagement and representation in these initiatives, members contribute their expertise and insights, playing a vital role in shaping the future of policies that impact the Voluntary and Community sector. In the last few months, with the return of the Assembly, we had the opportunity to host a Meet the Assembly event, facilitated by former Special Advisor Brendan Mulgrew and former Senior Civil Servant Dr Andrew McCormick, and supported by MW Advocate. In the upcoming weeks we will be running a series of Knowledge Round Tables to Meet the Ministers, supported by Rathbones Investec.



Renée Quinn



WHAT OUR MEMBERS HAVE TO SAY

"The CO3 'Meet the new Executive and Assembly' event was a great morning of networking and learning from expert speakers on the ways in which C&V leaders can influence the new incoming Executive. This was a very informative event which was excellently run and I will find the key takeaways very useful for my work ahead.

Having attended many CO3 events I always find them exceptionally valuable and come away with a new nugget of information every time. As a busy leader my time is always at a premium and I can't always justify getting time in my diary to attend external events, but the value that CO3 membership and events adds to my knowledge and skillset whilst offering great opportunities for C&V leaders to engage, learn and network together is second to none. I always enjoy the event themes that CO3 hold, they are clearly excellently researched for relevance to the sector and exceptionally well administered and run."

MEET THE MINISTERS 2024

A Series of Knowledge Round Tables



Gordon Lyons
Minister for Communities
29 May - 10am
ZOOM



Naomi Long
Minister of Justice
13 June - 2pm
ZOOM



Caoimhe Archibald
Minister of Finance
26 June - 10am
ZOOM



Conor Murphy
Minister of Economy
04 July - 8:30am
ZOOM

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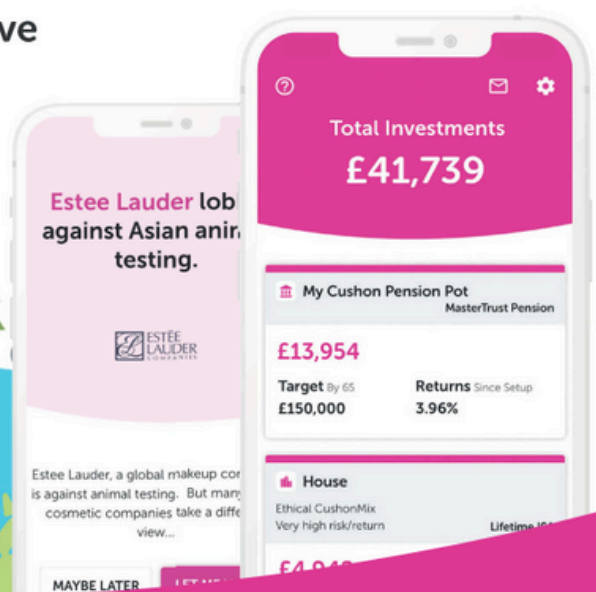
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Launch of the CO3 Leadership Framework

What does a high performing Chief Officer in the Third Sector need to know, do and be for their organisation to achieve its purpose now and into the future?

The refreshed framework describes a set of competences for inspirational leadership in the Third Sector. It is about excelling and not just getting by. It has taken account of a range of other national and international frameworks, whilst ensuring that the competences identified are specific to the current and anticipated challenges of third sector Chief Officer roles in Northern Ireland. The framework sets the standard for excellent leadership in the sector and is underpinned by third sector values



Leadership Framework UU Accredited Course

**A Masters Level Accredited Leadership Course
designed by Sector Leaders for Sector Leaders.**

This is a Masters Level Accredited programme designed for senior leaders in the Community & Voluntary Sector. The programme has been developed using the CO3 Leadership Framework which was designed by Sector Leaders as a leadership guide for Chief Officers, Senior managers, Chairs & Trustees working in charities and social enterprises in Northern Ireland.

This programme is accredited by Ulster University with 15 Masters points.



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UPCOMING TRAINING & NETWORKING EVENTS



Difficult Conversations Made Easy with Will Devas

Don't let difficult conversations linger on your to-do list or become anxiety-inducing burdens. If you have a team, learning how to have difficult conversations should be a priority, so you can feel confident on your own leadership skills. This Online Workshop will help you do just that. **Tuesday, 07 May 2024 12:00-1:00pm**

BOOK NOW



Make Your Cash Deposits Work Harder - Risk Free with Evelyn Partners

Are you maximising the potential of your organisation's cash reserves? Whether you're a CEO, Finance Director, or Trustee, it's crucial to ensure every pound works hard for your charity. **Thursday 09 May 2024 - 12:00-2:00pm (Includes lunch)**

BOOK NOW



Measuring Impact with Roger Courtney

Learn how to properly measure what you do, so you can demonstrate the impact your organisation is having in the community. **Tuesday, 04 June 2024, 9:30 AM - 4:30 PM**

BOOK NOW



UPCOMING TRAINING & NETWORKING EVENTS



Understanding Financial Accounts & Reporting to Your Board with Tony Clarke

DLearn how to read a set of financial accounts and generally examines what information should be included in a financial management report **Wednesday, 19 June 2024 - 9:30am to 12:30pm**

BOOK NOW



Strategy Planning with Roger Courtney

Ensure that your strategic and operational planning processes enable your organisation to achieve its potential. **Wednesday, 28 August 2024 - 9:30am - 4:30pm**

BOOK NOW



Interim Executive Training

Interim Executive Training prepares individuals to work with a third sector organisation on a short term basis. **Thursday 03 & Friday 04 October 2024 - 10:00am - 4:00pm (2 full-days)**

BOOK NOW





Chief Officers 3rd Sector



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A programme for third sector
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DEVELOP A STRATEGY FOR IMPLEMENTING A COACHING CULTURE FOR YOUR TEAM OR ORGANISATION



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MEMBERS

£395

NON-MEMBERS

£500

(PLUS £150 FEE FOR THOSE PURSUING ACCREDITATION)

PROGRAMME DETAILS

MODULE 1

Understanding coaching and your leadership

- Introductions and how we will work together
- Where are you now in your leadership journey?
- Consider your leadership style and current culture of your organisation
- What do we mean by a coaching approach and why is it important?
- GROW model of coaching
- Develop and practise core coaching skills

11 & 12 September 2024 - 9:30am-3:30pm - CO3 Office, Belfast

MODULE 2

Developing others through coaching

- Review and reflect
- Develop your feedback skills, embedding feedback into your leadership
- Review theories of motivation and delegation
- Develop and practise coaching skills

09 & 10 October 2024 - 9:30am-3:30pm - CO3 Office, Belfast

MODULE 3

Building a coaching approach for you and your organisation

- Use a coaching approach to strengthen your communication skills
- Explore and practise how to have positive and courageous conversations
- Reflect on how you will implement a coaching approach
- Identify how to support each other as a community of leaders

13 & 14 November 2024 - 9:30am-3:30pm - CO3 Office, Belfast

QUALIFICATION



At the end of this programme you can register to complete the 10-credit SCQF Level 9 Developing a Coaching Culture qualification.

This is a formally accredited, internationally recognised qualification that is credit rated and jointly awarded with Glasgow Caledonian University. Please note that an additional fee of £150 per individual will be payable on registration to pursue accreditation.

Our VISION

A fair and connected society with a vibrant, valued third sector, led by influential leaders, delivering outstanding impact.



Unity



**Social
Justice**



Integrity



Quality



Courage



**Empowering
Leadership**



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To learn more about us: www.co3.org.uk

