Leading with Confidence:
Thriving Through Uncertain Times

AIM:

To inspire and equip charity volunteers in the Guernsey charity sector, focusing on practical strategies for leading confidently during uncertain times.

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How to foster creativity to overcome challenges.

How to adopt a positive, opportunity-focused mindset.

KEY CHALLENGES:

- Financial Sustainability.
- Public Trust and Transparency.
- Regulatory and Compliance Pressures.
- Attracting and Retaining Talent.
- Adapting to Social Change.
- Political and Social Uncertainty.
- Digital Transformation.
- Sustainability and Environment Impact.
- Collaboration and Partnerships.
- Pandemic-Related Legacy Issues.

WHAT MAKES A GOOD LEADER?

Think of your favourite leader

What did that leader DO that you liked?

How did you FEEL as a result?

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- Believed in me
- Challenged me
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I felt ...
- Special
- Valued
- Confident
- Safe, supported
- Fun, enthusiasm
- Self belief

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- **Adaptability:** Navigating through change with a growth mindset.

- **Decision-making:** Making informed, confident decisions amidst uncertainty.

Ruth Ibegbuna, founder of RECLAIM, is a notable charity leader in the UK who exhibited strong leadership during challenging times.

RECLAIM, a youth leadership and social change organisation based in Manchester, works to empower working-class young people to lead and influence change in their communities.

Key Leadership Traits:

Empathy and Grassroots Engagement:

Ruth's deep connection with marginalised youth helped RECLAIM build trust and address the systemic inequalities they faced.

Her focus on giving young people a voice was rooted in understanding their struggles firsthand.

Resilience and Innovation:

During times of funding cuts and growing social inequalities, Ruth adapted RECLAIM's strategies, shifting towards policy influence and advocacy to ensure lasting impact.

She consistently advocated for youth representation in decision-making spaces, even when resources were limited.

Collaboration and Community Building :

Ruth worked closely with local communities and partnered with other organisations to amplify RECLAIM's impact. Her leadership extended beyond RECLAIM, helping to form cross-sector partnerships that tackled broader issues of social justice.

Ruth's leadership in the face of adversity showcases how empathy, resilience, and community-driven advocacy can drive change, especially in under-resourced environments.

HOW TO MAXIMISE LIMITED RESOURCES.

GETTING THE BEST OUT OF LIMITED RESOURCES

Resourcefulness Over Resources:

- Focus on optimising what you have rather than focusing on what you lack.
  o What COULD you do?
  o Who can help you?
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- The 80/20 principle: 80% of results often come from 20% of effort. Focus on high-impact activities.

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- **Maximising Time:** Effective time management and avoiding burnout.

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- How can you improve operational efficiency further?
- What crowdsourcing and peer-to-peer fundraising options do you have?

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- How can you further advocate for policy change?
- How can you maintain a resilient culture?

Henry Timms, co-founder of the global giving movement **#GivingTuesday** and CEO of Lincoln Centre for the Performing Arts.

"The most remarkable organisations aren't those with the most resources, but those that make the most of their resources.

It's about the innovation, creativity, and commitment you bring to the mission - not just the size of the budget."

HOW TO FOSTER CREATIVITY TO OVERCOME CHALLENGES

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- How adversity often leads to innovation.

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- **Learning from Failure:** View setbacks as learning opportunities.

Practical Creativity Tools:

- Brainstorming
- Reverse Thinking
- Problem Re-framing
- Mind Mapping
- SCAMPER:
- Substitute, Combine, Adapt, Modify, Put to another use, Eliminate and Reverse.

The Sphere of Influence & Concern
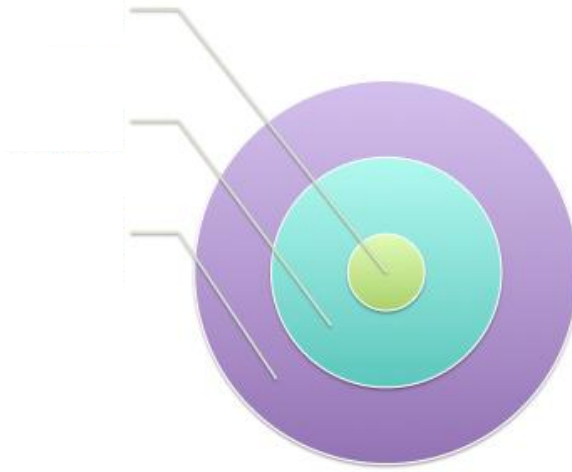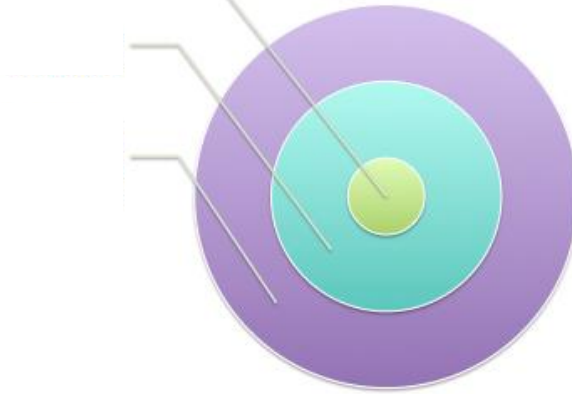
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What you can control

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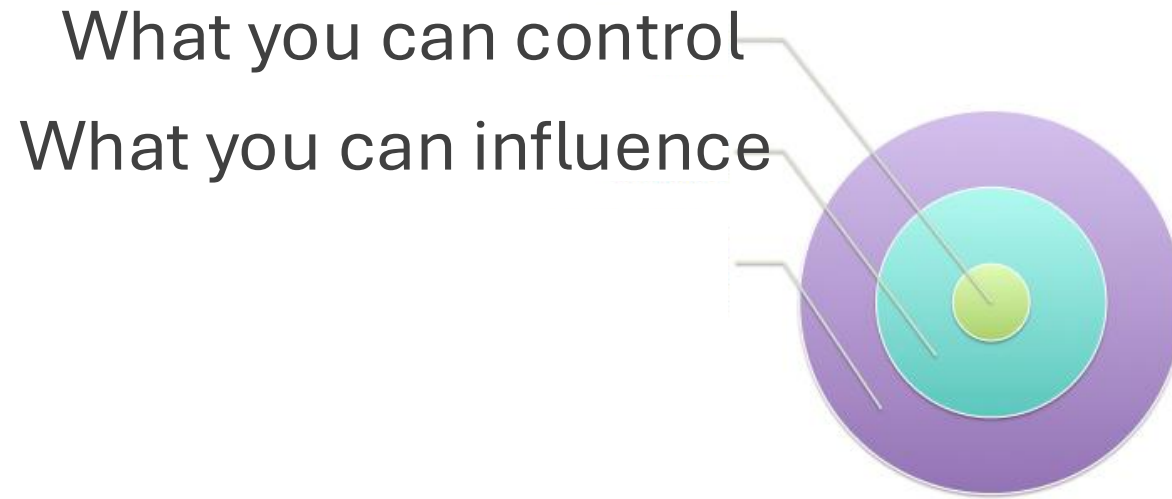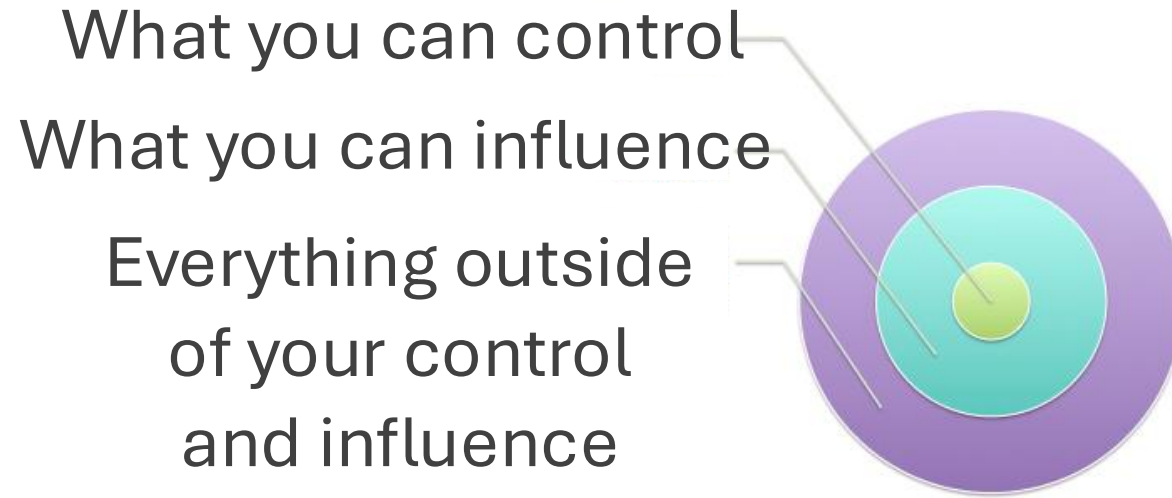
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The Sphere of Influence & Concern

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Reactive
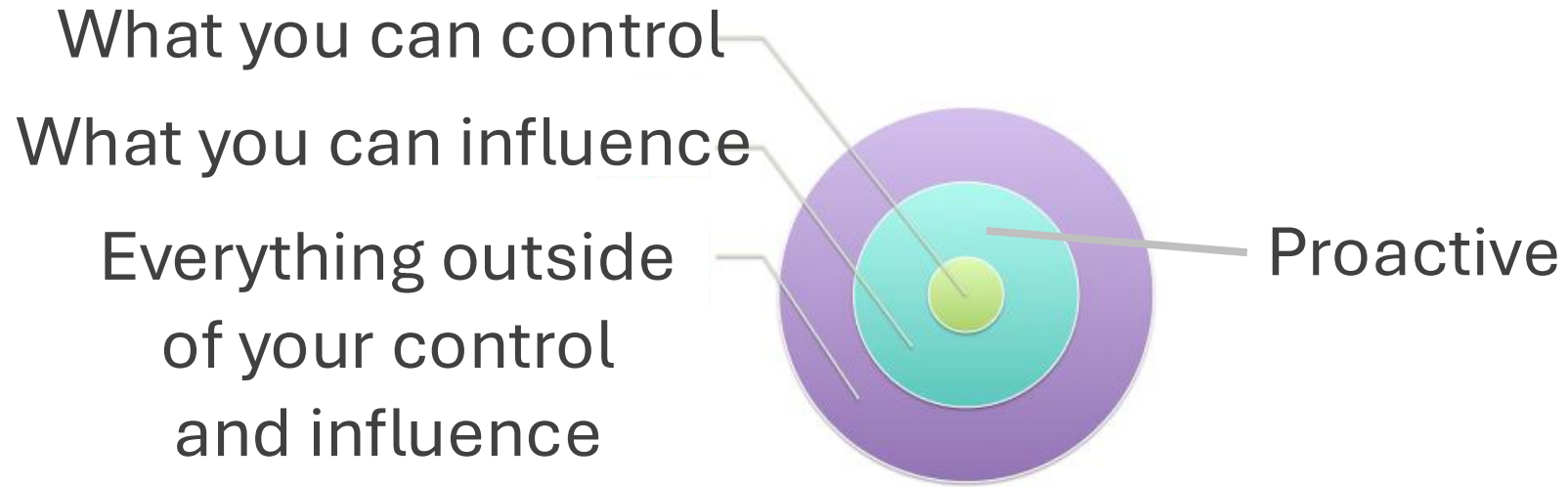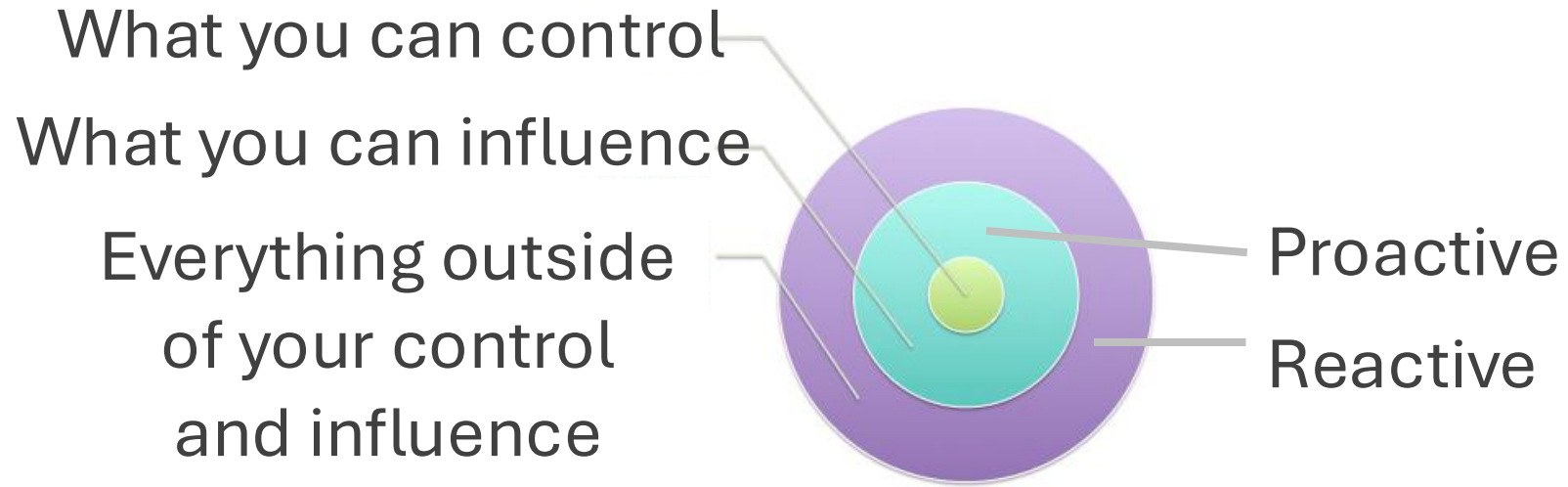
HOW TO ADOPT A POSITIVE, OPPORTUNITY-FOCUSED MINDSET.

"Failure is an opportunity to grow"

GROWTH MINDSET

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

"I like to try new things"

"Failure is the limit of my abilities"

FIXED MINDSET

"I'm either good at it or I'm not"

"My abilities are unchanging"

"I don't like to be challenged"

"I can either do it, or I can't"

"My potential is predetermined"

"When I'm frustrated, I give up"

"Feedback and criticism are personal

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Celebrate Small Wins and Successes

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