

Include
For Good



INSPIRING SCOTLAND



Key Features of the Our Future Leaders Course



Elaine Crichton

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Our Future Leaders

Our Future Leaders was developed for people with lived experience about how to lead in their own lives

This course was designed for **people** who have **learning/intellectual disabilities** and are already involved in volunteering, paid employment, trustee boards or campaigning and/or self-advocacy.

The course helps participants **develop** the **skills** and **tools** to make the **decisions** that allows them to see themselves differently.



Our Future Leaders is UNIQUE

- **Co-developed between SCLD and Inspiring Scotland**
- Participant led!
- **Expert and empathetic course tutors who “get” Learning Disabilities**
- Ex-graduates as well as external presenters
- **Delivered on Zoom to make the course geographically accessible**
- Reach across Scotland
- **Sponsor support a key element**
- The sponsors embed the learning and provide observational evaluation



Our Future Leaders

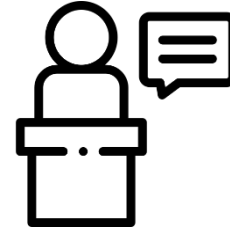
8 unique features of the course

10

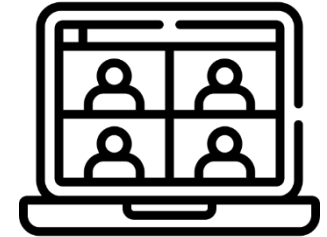
The course is limited to 10 participants to foster working together.



A short informal interview before the course with participants serves as a baseline evaluation with a sponsor case study forming the end of course evaluation.



A facilitator is present at every session to collect observational data points which will feed into the overall evaluation.



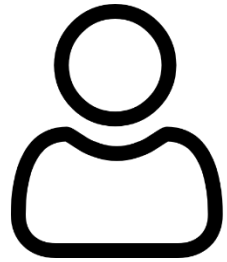
All sessions are recorded on Zoom with recordings accessible for all participants.



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Our Future Leaders

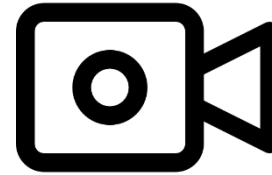
8 unique features of the course



Each participant has a sponsor. This is a **silent observer**, taking notes and offering tips/ideas as to how the participant could put what had been discussed/learnt in the module into practice.



Graduates of each course can support and contribute to subsequent courses.



There is a Learning Log to accompany the course where feedback from participants/sponsors is recorded after each module using emojis to rate the module. This feedback can be written or videoed.



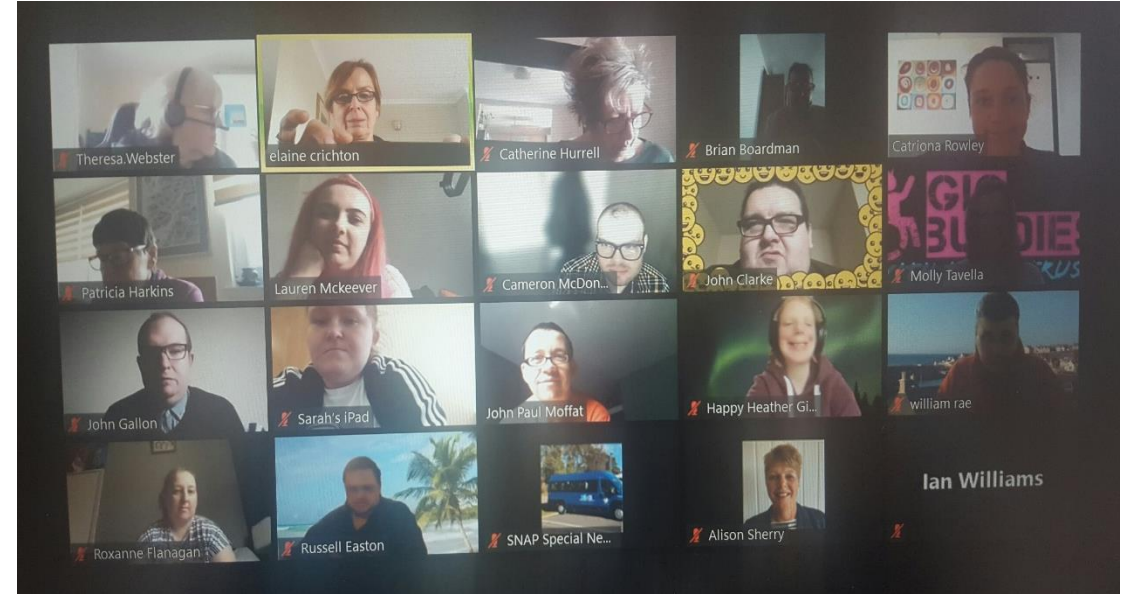
Participants are asked to do some work before and after each session to embed their learning. A workbook is provided with all relevant course material.



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Our Future Leaders

- Leaders learn about:
 - Personal leadership
 - Leadership techniques and styles
 - Stress busting
 - Understanding financials
 - Leadership in the virtual world
 - Citizen leadership in a board setting.
 - Employability skills
 - Principles of activism and campaigning
 - Interview techniques



Programme Evaluation 2021

12
half-day
sessions

Inspiring
Scotland
and SCLD

12
participants

Outcomes



All participants recorded an increase in confidence in learning logs.



Participants initiated their own networks, and kept this up after the programme finished.



Participants recognised skills in themselves and became more aware of how to use them.



Why participants joined

Further my
leadership skills

Programme sounded
interesting

Increase of confidence

Reasons participants applied to
the programme

"The course has very much really helped me in showing me how to be a leader in my job. Instead of our weekly meeting being lead by the staff, it's me and the other ambassadors who now lead it"

- Participant



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Our Future Leaders

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*"We supported each other. They're all fantastic and we've made **lifelong friends** now. And we've got a messenger group where we keep in touch night and day"*

*"I have **learned to have confidence** when talking to new people and I will use this when new customers come into the café and ask me what they need."*

*"The course has very much really helped me in **showing me how to be a leader in my job**. Instead of our weekly meeting being led by the staff, it's me and the other ambassadors who now lead it"*

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This is what success looks like

Future Leaders Course Testimonials



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Elaine Crichton
Our Future Leaders Facilitator
elaine@inspiringscotland.org.uk

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Registered Office:
Suite 2, 14 New Mart Road,
Edinburgh EH14 1RL

tel: 0131 442 8760

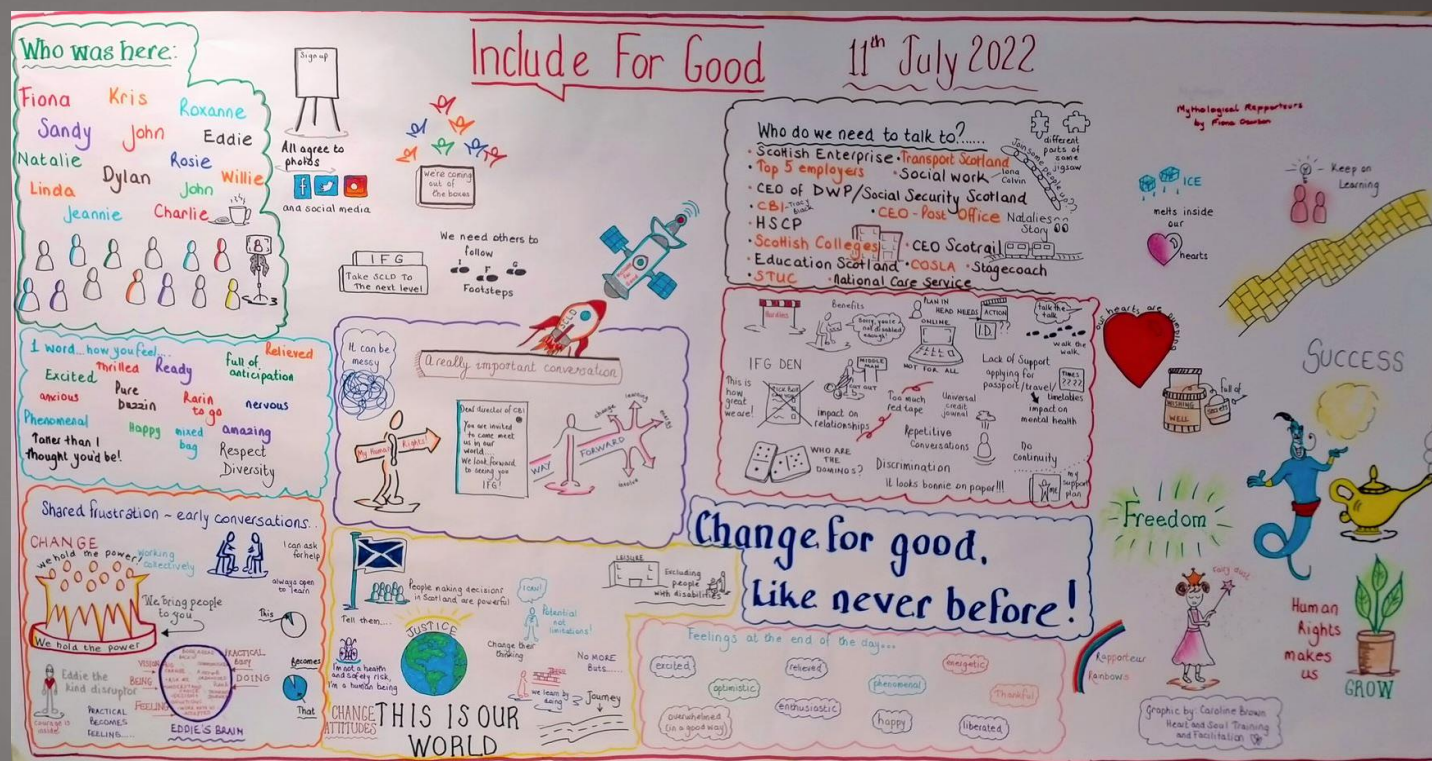
email: enquiries@inspiringscotland.org.uk

www.inspiringscotland.org.uk

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Graphic by Caroline Brown, Heart and Soul Training and Facilitation



<https://www.sclld.org.uk/what-we-do/learning-disability-lived-experience-board/>

