

# 2027

# Partnerships Pilot

Six monthly online meetings between a 2027 Associate and a Civil Society Leader.



# WHY?

Society needs a new cadre of leaders who reflect and understand the communities they're largely here to serve. Underdogs not top dogs. 2020 has highlighted beyond all doubt that much has changed and organisations need to look, feel and be led differently, better and with authentic connections to communities retained and respected.

A challenge was recently issued to a black CEO leading a charity that if they wanted to be seen as a thought-leader they would have to make the difficult decision to leave their grassroots work and connections behind; that to straddle both worlds was unachievable. Yet many (usually not in leadership positions) do just this and now is the time to learn from the depth of their expertise.

In the aftermath of the Black Lives Matter movement, when the country is still reeling from the effects of Covid and the depressing realisation that those on the periphery are now even more vulnerable; many leaders are struggling to know how to best address ever-present questions of (class and race) diversity in their organisations. Much of what is talked about in leadership circles seems to be just that. It maybe helps reframe the conversation but it doesn't help with what to do. Even where it does - too much seems to be about appearance over substance.

Whilst leaders wrestle with how to adapt to a rapidly changing country and calibrate the new normal, there is also a clear sense that this could be a moment to make room for fresh thinking and much richer connections.

For those with power, privilege and opportunity to support and learn from those coming up, fired up by social injustices they feel deeply and see every day. For those living and working in pressurised communities to be seen, heard and respected as experts in their field and for them to gain a meaningful connection with someone who can prove a critical friend at a time of career change. For CEOs to take the time to have thoughtful exchanges with a future leader, outside of their own organisation and provide them with support, guidance, challenge and opportunity.

## HOW?

We're asking for 12 CEO's and Senior Leaders to partner with 12 talented 2027 associates. 2027 is a 12-month salaried programme that enlists brilliant frontline workers from working-class communities. 2027 believes that greater diversity at the top of foundations and trusts can help these organisations make better decisions, while better representing the communities they serve. We ask that each CEO contribute £500 towards the cost of running the pilot programme.

The pairings will meet online for an hour a month to discuss, debate and learn from each other across 6 themes: **Connection, Barriers, Management, Getting on, Leadership and Legacy.**

The key is that there is parity in these relationships with both partners agreeing to support the growth and development of the other. The Senior Leader has access to platforms, network and work experience that will be incredibly beneficial to the associate. The associate has expertise of working frontline in working class communities and has a depth of understanding and lived experience of many key societal issues.

The aim is that the pairings will engage in interesting and thoughtful dialogue, each listening deeply to new perspectives to challenge beliefs, increase critical thinking and improve future decision-making.

## WHEN?

This is a pilot programme and we now seek 12 pairings of senior leaders and 2027 associates to join the programme.

The programme will run from **January 2021 to September 2021** with a commitment to attend 6 one-hour online meetings and to generously share feedback with us at the start, midway point and at the end of the process to enable us to shape the programme more profoundly for the following years.

Contact details: Theresa Olaniran - 2027partnership@gmail.com

***Deadline for applicants - 30th November 2020***  
***Shortlisting for programme - w/c 1st Dec***

# THANKS.

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