



LEADERSHIP PROGRAMME 2025

Let's lead the change - together



What did people say about the 2024 Leadership Programme?

This journey not only transformed me personally but also empowered me to bring back fresh ideas and meaningful change to my organisation, igniting a ripple effect of growth and innovation.

Ritka Harju, Funding Director at Finn Church Aid (Finland)



The programme provided me with a unique platform to collaborate, innovate, and co-create solutions to some of the biggest challenges we face today. It was an invaluable opportunity to connect with inspiring leaders from all over the globe and gain insights to drive meaningful change in my own work.

Ramses Man, Global Fundraising Director at Amref Health Africa (Netherlands)

I thoroughly enjoyed being part of the community – diverse perspectives, triumphs and challenges of people from across the world are required for leaders to grow. The program offered the opportunity to engage and share and I felt my input was valued and respected.

Ashika Gunasena, CEO at Chrysalis (Sri Lanka)



The Leadership Programme has made me think in different and challenging ways. I've had my thinking probed by others with different perspectives in a way I don't get in other places or groups.

Damian Chapman, Director of Income Generation at Money Advice Trust (UK)



Why join the programme?

- **Learn from Experts:** Gain insights from global leaders and innovators tackling the same challenges as you.
- **Collaborate Globally:** Build deep relationships and create change with a diverse community of peers from across the world.
- **Tangible Outcomes:** Take away practical tools, resources, and frameworks to implement in your leadership journey.
- **Drive Systems Change:** Be part of a collective effort to address systemic challenges in the sector.
- **Combat Frustration:** We are not creating enough impact as individuals or organisations – what can we do together!?

Who should apply?

Forward-thinking leaders who are passionate about progressive change, committed to collaboration and motivated to tackle the biggest global challenges facing the social impact sector right now.

Vision

We are at a turning point in human history, where unprecedented disruption exists alongside remarkable opportunities for progress.

The **Resource Alliance Leadership Programme 2025** empowers a global community of leaders to address the biggest challenges facing the social impact sector right now. Together, we explore how we can more effectively tackle systemic barriers, mobilise financial, human and intellectual resources, and co-create solutions that drive collective progress.

At this pivotal moment, as traditional power structures are questioned, we embrace ecosystems, collaboration, and innovation. We create a global network of visionary leaders, provide a safe space to incubate and challenge new thinking, and develop actionable tools for advancing sector-wide transformation.



2025 Programme Calendar

Month	Day / UK time	Format	Topic	Month	Day / UK time	Format	Topic
Jan	N/A	Emails & survey	Purpose, objective & commitment setting	Aug	Tue 19 August 12:00 – 15:00	Summit	Collaboration
Feb	Tue 25 Feb 11:00 – 14:00	Summit	Future Trends	Sep	Scheduled based on group availability	Action Labs	Fundraising Innovation, Strategy & People, Climate
Mar	Scheduled based on group availability	Action Labs	Fundraising Innovation, Strategy & People, Climate	Oct	Tue 14 October 09:00–14:00	Summit in-person	Action
May	Tue 20 May 12:00 – 15:00	Summit	New Models	Nov	Scheduled based on group availability	Action Labs	Fundraising Innovation, Strategy & People, Climate
Jun	Scheduled based on group availability	Action Labs	Fundraising Innovation, Strategy & People, Climate	Dec	N/A	Emails & survey	Feedback and 2026 planning

* Dates subject to slight adjustment

** Action Labs will be split into multiple groups to cover all time zones

*** Year-round enhanced networking opportunities focused on regions or sector-specific themes will also be arranged

Leadership Summits

Leadership summits are **participatory, interactive meetings** attended by the full leadership cohort. The first three are delivered online via Zoom. Each summit has a theme and will feature **keynote speakers** and **thought-leaders** on the topic, with time for **extended Q&A** and **breakout group discussions**. Each summit runs for up to **3-hours** and is scheduled to make it accessible to all time zones.

Summit 1	Tue 25 Feb	Future Trends	<ul style="list-style-type: none">• What are the key global and sectoral trends shaping the social impact space in 2025, including fundraising shifts and societal change? What does this mean for our leadership roles? What does this mean for fundraising?• How do we?:<ul style="list-style-type: none">◦ Adopt systems thinking and adaptive leadership strategies to stay ahead in a rapidly evolving landscape◦ Continue to create impact in a post-truth world with the continuing rise of authoritarian leaders, populism & polarisation◦ Make the right decisions on what to prioritise in an increasingly complex environment: Managing time, resources, and opportunities effectively as a leader.
Summit 2	Tue 20 May	New Models	<ul style="list-style-type: none">• We need to reimagine financial sustainability and resilience for our organisations and our sector as a whole.• How do we?:<ul style="list-style-type: none">◦ Effectively adopt innovative financial models, such as blended finance, impact investing, and social enterprises◦ Build strategies for achieving long-term sustainability and resilience amid increasing sector pressures◦ Explore actionable frameworks for diversifying income streams and reducing dependency on traditional funding◦ Drive innovation in resourcing to ensure stability and scalability in uncertain times.
Summit 3	Tue 19 Aug	Collaboration	<ul style="list-style-type: none">• We cannot create the transformative societal shifts required on our own, we must learn to more effectively and authentically collaborate with outside sector entities.• How do we?:<ul style="list-style-type: none">◦ Connect with influential networks from the private sector, governments, and beyond to amplify collective impact◦ Strengthen global partnerships to tackle systemic challenges like democracy, climate justice, and misinformation◦ Leverage cross-sector collaboration to build movements and reach new audiences through innovative mediums◦ Develop adaptive strategies to overcome barriers to achieving scalable, transformational change.

Leadership Summits

The final Leadership Summit each year is an in-person meeting that takes place at [the IFC2025 venue](#) just before the main conference begins. This summit has a **3-hour running time**, with the option to **extend 2-hours over lunch**. We focus on making the most of this rare opportunity to work with such a **powerful group of sector leaders in the same physical space**. There is a strong focus on **collaboration and action** as we continue to explore the most pressing issues facing our sector right now.

Airport transfers, onsite accommodation, a drinks reception and dinner will be provided at the conference venue the day before the summit (Mon 13 Oct). **Breakfast and lunch** will be provided the day of the summit (Tue 14 Oct). All of this is included in your registration fee for the Leadership Programme.

Summit 4

Tue
14
Oct

Action

- Bringing together the learnings and growth from our time working together this year, how can we?:
 - More effectively collaborate as a progressive collective to create real action against the biggest pressures impacting our sector globally right now?
 - Create a space for regional and cross-cause collaborations to share strategies, tackle systemic challenges and amplify collective impact
 - Strengthen global partnerships and movements to safeguard democracy and progressive values
 - Provide a solid platform for global majority voices so we can create equitable action together
 - Combat restrictive civil society spaces, political polarization and public apathy
 - Connect with influential networks to overcome barriers of achieving impact at scale.

Action Labs

Action Labs are **small working groups** (c. 15 Leaders) where participants **collaborate and problem-solve** around the issues that are of most **interest and urgency** to them. Labs meet online at least **four times** throughout the year and **once in-person** at IFC2025. The first meeting is focused on setting objectives using an Action Framework that will then guide the Lab work throughout the year. Exact meeting dates will be arranged based on participant availability and groups are split by time zone to ensure global accessibility.

Track	Possible Topics
Fundraising Innovation	<ul style="list-style-type: none">• Exploring new funding models and alternative resourcing strategies, such as blended finance, social enterprise, and donor networks• Leveraging key emerging tools like AI and accelerating digital transformation• Driving innovation to improve fundraising sustainability and financial stability at a time of increased financial pressures on organisations• Showcasing and sharing case studies of transformative fundraising strategies and innovation in the sector.
Strategy & People	<ul style="list-style-type: none">• Combatting burnout (personal, team and organisational), leadership strategy, youth engagement, and navigating systemic challenges.• Retaining skilled, motivated teams in an increasingly competitive environment - including organisational culture and systems• Long-term thinking and strategic balance in rapidly changing landscapes, overcoming organisational resistance to change• Showcasing and sharing case studies of effective strategy models and people management tools in the sector.
Climate	<ul style="list-style-type: none">• Building on the work of the 2024 Leadership Programme Climate Action Lab - developing a global Climate Justice campaign, with an initial focus on launching an accessible platform for showcasing global climate justice case studies.• Systems changes, shifting power, amplifying global majority voices. Decolonising fundraising and patriarchal fundraising structures• Addressing the emerging polycrisis and the intersection of climate justice, crisis leadership, and global disruptions• Embedding climate resilience into organisational missions

* Participants are welcome to join multiple Labs - topics and discussions will overlap and interweave

** Topics listed above are just suggestions - the overall aim of each Action Lab and the specific focus for each meeting is for the groups to decide and develop together

Networking, Collaboration & Peer Support

The opportunity to connect with leadership peers from diverse backgrounds across the globe is regularly highlighted as one of the most valuable aspects of the Leadership Programme:

- **Survey:** Pre-programme individual survey to better understand your expectations and who you would like to connect with.
- **Leadership Circles:** Regional groups organised by time zone with structured, facilitated discussions to deepen local connections. Provides a safe and supportive space for sharing of leadership challenges, peer support and group problem-solving (optional to join).
- **Platform:** Dedicated private space on the [Resource Alliance Global Community Platform](#) where you can virtually connect and collaborate with programme participants year-round, and engage in special interest/cause-focused discussion groups.
- **IFC:** After 10 months of collaboration, you will arrive at the in-person IFC summit in October with a ready-made network and social group.



What do people say about the Leadership Programme?

It's a game-changer for anyone ready to drive innovation, inspire teams, and make a difference on a global scale.

Payal Randhawa, Founder/Director at Bworks (India)



It is inspiring to be in a room of people that ignite your thought process and spark ideas to find solutions to today's challenges.

Thomas Nyangulu Jr, Communications Officer at SolarAid (Zambia)

The Leadership Programme has provided me with a strong network of great fundraisers from around the globe. To be able to share challenges and experiences with an international crowd has been very meaningful and important for me.

Andreas Drufva, Fundraising Manager at Better Shelter (Sweden)



I have found being involved in the programme hugely inspiring and motivating. To have such a unique opportunity to learn and explore with peers from so many parts of the world gives me a new perspective and insights.

Gavin Coopey, Insight Director at More Strategic (Australia)

What do people say about the Leadership Programme?

Feeling that we are not alone is the most critical awareness in our entire journey in this world, significantly if changing and beautifying things in society is our connection point with life. This community once again enabled me to come together with many people who work, talk, and share for social change and to think and dream again.

Asu Sanem Kaya, Fundraising and Communications Director at ACEV (Turkey)



There were insightful sessions with a range of excellent guest speakers, and small group sessions with the opportunity to participate actively, listen to peers and have your voice and input be heard and valued. It was a really good experience, and I met some wonderful people I would never have crossed paths with otherwise.

Kristie Robinson, Senior Manager, Donor Relations at Wikimedia Foundation (Spain)

This was a great experience. Meeting colleagues from across the world, working on global issues and in our sector left me with a real sense of contribution.

Marcus Blease, Co-Founder at Donor Republic (Australia)



Ready to join?

The fee to participate for **12 months** in the Resource Alliance Leadership Programme is only **£895**.

This provides access to the **three online summits**, a minimum of **four Action Lab meetings**, and the **in-person leadership summit** before IFC2025 on Tuesday 14 October (including airport transfers, drinks reception, accommodation and full-board catering). The group also provides **year-round support, networking and collaboration**, plus a **lifetime of powerful relationships!**

[**CLICK HERE TO REGISTER**](#)

For every full price registration we receive, we offer a **reduced or bursary place** to a leader who otherwise wouldn't be able to attend. If you would like to apply for one of these reduced or bursary places, or if you have any **questions about the programme**, please email **James Tennet** at james@resource-alliance.org.

We are committed to keeping this programme accessible to all leaders in our sector – the leaders of tomorrow as well as today – and to ensure we convene a truly diverse and representative cohort of leaders from around the world.