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## CPDC NGO LEADERSHIP TRAINING WORKSHOP

**Delivered by Rodney Grant – Officer in Charge (CPDC)**

I welcome you this morning to this leadership workshop supported by the Caribbean Policy Development Centre. This support comes as part of a Caribbean Regional Development Project funded by the European Commission under the 10<sup>th</sup> CRIP, to the tune of 2. Mil out of which 1.7 is direct support to the project.

Thematically the project focuses on the Governance and capacity building issues of the CSO sector to ensure that the sector participates fully in regional development issues through enhanced advocacy and policy development skills.

This workshop supports the broad vision of CPDC to ensure that the people of this region and the organizations that work tirelessly for those on the margins of development will be positively included in policy development. It supports our vision to support and advocate for good policies for this region.

**It's no secret** that high-performing leadership is synonymous with private-sector success. There is a gap between demands on leaders and their ability to meet those needs. At the same time, a number of sector leaders tell us they're concerned that the sector's priorities are at risk if the organizations lack leadership with the capabilities to respond to the emerging issues that we face and to adapt to fast-changing demands.

During the past decade, we have recognized the looming leadership deficit as older leaders retired or moved on. Furthermore, the more pressing issue has been ensuring that this sector's existing and emerging leaders have the ability to be effective in their roles.

One of the approaches which we can support going forward to ensure knowledge transfer for the sector would be the ability to create talented teams. Effective CEOs surround themselves with people possessing the diverse skills that a successful organization needs. Social-sector leaders need to recognize this and prioritize it. A gap in talent at the top, where too much of the leadership burden rests with one or two professionals, may limit what a social-sector organization can accomplish – This we have to change.

Even more important, while competition is the norm in the private sector, no social-sector organization is able to achieve its mission working alone. To be truly effective, they need to be active, dedicated collaborators, unafraid to reach out to others for advice or for partnership opportunities. Collaboration requires unique skills, which social-sector leaders must cultivate to be successful. Participation in this workshop will prepare you for this enhanced role.



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The fact that social-sector organizations have not invested more in leadership may reflect the fact that they are under pressure to meet short-term demands, and developing leaders takes longer to pay off. Funders could help by having a more flexible balance of expectations between short-term and long-term results. In this regard, we thank the EC for their support to the sector.

In organizations, standard practices — the usual ways of thinking and doing — play a critical role in shaping performance over time. But they can also get us stuck, decrease our engagement, and constrain our ability to innovate or to perform at a high level.

CPDC will continue to engage critical organizations to open up spaces for engagement and learning for this sector as we push back against the negative imperatives that threaten our livelihoods and sustainability.