

# **Responsible Leadership**

Type of event: 5-day residential training with experiential activities, scenario planning, and personal leadership development

Target group: Leaders, changemakers, and professionals interested in sustainable leadership and systemic change



### Short description of the training:

The Responsible Leadership training helps participants explore and embody leadership practices that balance the needs of people, the planet, and long-term success. Through nature-based activities, reflective exercises, collaborative scenario planning, and skill-building sessions, participants deepen their self-awareness, expand their leadership capacities, and design strategies for sustainable impact in their organisations and communities. The programme integrates experiential learning, peer exchange, and personal projects to support real-life application of responsible leadership principles.

#### Framework (structure)



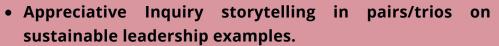
#### Before the training (online)

- Pre-training reflection form (Google Form): "Can you recall a time when you experienced or witnessed sustainable leadership? What made it effective?"
- Introductory reading/video pack: Key concepts of responsible and sustainable leadership.
- Expectation-sharing board (Padlet or Miro): Participants post their hopes, challenges, and what they want to explore.

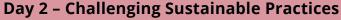
## **Day 1 - Setting the Foundations (in-person)**

 Walk & talk introduction in nature – sharing current focus, challenges, and experiences with the Big Green project.





- Team-building activities to establish trust and connection.
- Who am I as a leader? individual reflection, trio discussion, and harvesting values.
- Learning Bazaar sharing tools, resources, and insights from participants.



- Scenario Planning LEGO® exercise in themed groups (Circular economy, Measuring success beyond GDP, Policy-making as creative process, Post-profit equity models).
- Presentation of LEGO® scenarios with Q&A and crosstheme learning.
- Strategic action roadmaps policy recommendations and immediate actions.
- How to be a sustainable leader? embodied trust, language awareness, and power dynamics exercises.

# **Day 3 - Deepening Leadership Awareness**

- Sustainable relationships introduction to nonviolent communication basics.
- Deeper exploration understanding self and others, identifying personal patterns in leadership.
- Personal triggers exploring how frustrations and past experiences influence leadership.
- Feedback and boundaries giving effective feedback, setting boundaries in a connecting way, and expressing appreciation.

#### Day 4 - Personal Projects & Self-Care

- Feedback session reflective walk and solo time.
- Personal project work individual or team focus on sustainability and leadership topics.
- Self-care for leaders strategies, four-fold practice, and group discussion.







- Day 5 Moving Forward
- Proaction Café collaborative idea development and peer feedback.
- Evaluation group reflection and learning harvest.
- Closing remarks integration, next steps, and celebration.



# **After the training (online)**

- Shared resource library (Google Drive or Notion): Tools, methods, and materials from the training.
- Peer accountability groups (WhatsApp or Slack): Ongoing check-ins on leadership actions.
- Follow-up call (2-3 months later): Sharing progress, challenges, and success stories.

