



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.





- Appreciative Inquiry storytelling in pairs/trios on sustainable leadership examples.
- 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.



Day 2 – Challenging Sustainable Practices

- 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 cross-theme 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.

