

Delving Deeper: Strengthening Global Development and Humanitarian Leaders



‘Delving Deeper’ is an action-oriented professional development initiative for leaders and managers in the global development and humanitarian community to help them deepen their impact.

It offers a cohort of 8 leaders and managers to take a deep dive into the opportunities and challenges they face to gain clarity, take action and strengthen their leadership and management practices.

“

Leaps of greatness require the combined problem-solving ability of people who trust each other.

- Simon Sinek

”

The Challenge

Leaders and managers are confronted with complex challenges.

They need to navigate continual disruption, uncertainty and significant change – whether that’s rebuilding trust after the Covid pandemic, ensuring good mental health amongst staff, decolonising organisational practices, promoting diversity, equity and inclusion, facilitating staff and leadership transitions or engaging critically with artificial intelligence.

To better anticipate and adapt to these changes and make the most of new opportunities, organisations need to be resilient and adaptive.

However, leaders and managers are often left on their own to figure out “how”. We believe it doesn’t have to be this way.

The Opportunity

This initiative provides leaders and managers with a structured and safe space to help them think through challenges, find solutions and optimise opportunities together using an action learning approach. It also offers insights into team dynamics and how to work with them by simulating team dynamics amongst the cohort.

By the end of the program, participants will have:



- **Deeper awareness:** Developed a better understanding of the issues they are facing, their causes and consequences.
- **Improved leadership and management practices:** Made sense of, and improved, their skills and abilities in facilitating change in teams, organisations and networks.
- **Connection and community:** Joined a community of leaders and managers where they can share ideas and experiences about organisational effectiveness.

Who is this initiative for?

The initiative welcomes individuals who are responsible for delivering projects/programs and work alongside or line manage others.

You might work in the global development and humanitarian sectors, philanthropy, funding agencies, not-for-profits, universities, think tanks, consulting firms, media organisations or be a self employed consultant.

We welcome people based anywhere in the world who seek to troubleshoot their leadership and management challenges in a safe and trusted environment.

“ Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.

- Viktor Frankl

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How it works

The initiative comprises 5 sessions and runs over 4 months between September and December. 1 core session takes place each month on a Wednesday. Each session lasts 2 hours, with the exception of session 1 which lasts 3 hours to accommodate onboarding.

Sessions comprise a maximum of 8 participants split into two groups, each facilitated by Ajoy Datta and Signe Sorensen.

A peek inside a monthly session:

- During each session a different member of the group presents a situation, problem, dilemma or proposal to the group.
- Other members ask questions designed to assist the presenter to come to a deeper understanding and become open to new solutions and changes.
- Members assist the presenter to review options and decide on action. They also reflect back to the presenter on what they have heard and talk about their own individual learning.

Your co-facilitators



Ajoy Datta is a consultant, researcher and coach based in London, UK. He has worked in the global development and humanitarian sector for over 20 years and supports individuals, teams and organisations to influence both their external environment and their internal world.

He spent over a decade at the Overseas Development Institute (ODI). He has a master's degree in consulting to, and leading in, organisations from the Tavistock Centre, UK which brings together the social sciences and psychoanalysis. He has a Foundation Certificate in Group Analysis from the Institute of Group Analysis (IGA), UK and is trained as an action learning facilitator.



Signe Jung Sorensen is a coach and consultant who works with individuals and teams in global development.

She builds her approach on a decade of experience as a program manager and trusted government advisor in organisations including the World Bank, Overseas Development Institute and Education Partnerships Group.

She is an accredited coach by the International Coaching Federation, a trained Problem Driven Iterative Adaptation expert and passionate leadership facilitator.



Dates

Sessions take place on Wednesdays at 8.00 PST // 11.00 EST // 16.00 GMT // 17.00 CET // 18.00 EAT.

- Session 1: 20th of September (including an onboarding session which will start an hour earlier)
- Session 2: 18th of October
- Session 3: 15th of November
- Session 4: 6th of December
- Session 5: 13th of December (review session)

If you are interested in participating but unable to attend on these dates or in these time zones, please let us know by filling in this form. We'll do our best to set up other cohorts with matching preferences.

Investment

- Time: 2-3 hours per month for four months.
- Cost: \$100 USD per person (discounted rate for first cohort) in exchange for feedback to improve future offerings.

Join us!

Complete [this short form](#) or reach out to Ajoy (mrajoydatta@gmail.com) or Signe (signe.j.sorensen@gmail.com) with any questions.

We look forward to connecting soon!

Ajoy & Signe

