



# SHEP

Capacity for Personal  
& Social Transformation

## LEADERSHIP for Living & Social Action

LEADING FROM THE INSIDE OUT

An innovative & experiential programme

SHEP CPD Certificate

SEPTEMBER 2021 –  
MAY 2022

**Blended:**

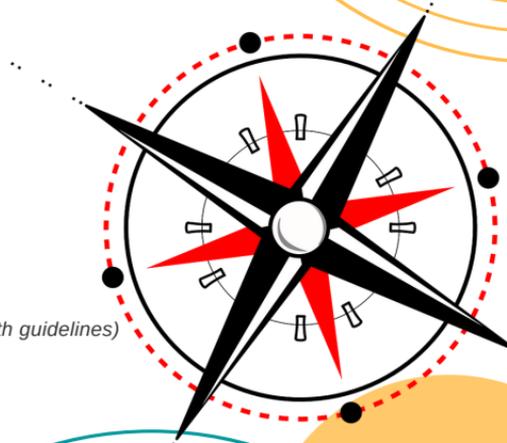
Tuesday Evenings (on-line)

& three Saturdays

*(in person, in Cork in 2022, subject to public health guidelines)*

SLIDING SCALE OF FEES

Closing Date: 21 June 2021



Are you interested in being part of a co-created learning community where you will meet other like-minded people, get to know yourself better, and learn together with curiosity, compassion and courage?

Is your intention to make a difference to your community in this time of increasing uncertainty and change?

Do you want to be better able to influence positive change in our contemporary, disrupted world?

If so, this new, innovative and blended SHEP Continuing Professional Development Course may be for you.

## **The Aim of the programme**

The overall aim of this programme is to contribute to the emergence of a stronger base from which to address the unprecedented challenges of our time. We will do this through supporting a group of passionate and motivated people to be better equipped to contribute in a positive way to social well-being. The focus of the programme is on moving away from habitual ways of thinking and doing towards a more self-aware, embodied and emergent way of being in the world. A key theme will be deepening our connection to ourselves, each other and the wider world.

“The ability to shift from reacting against the past to leaning into and presencing an emerging future is probably the single most important leadership capacity today.”

C. Otto Scharmer

## Who is this programme for?

This programme is designed for people working in any sector willing to commit to a **group journey** of learning, with a strong commitment to promoting **equality and social justice**; and with a clear **commitment to taking action** with others so as to contribute to community life and social well-being.

This programme is open to everyone – applications from people from diverse backgrounds and different age groups are welcome and encouraged. Your educational and/or employment status doesn't matter. What matters, is your motivation and commitment! People volunteering in the community are particularly welcome to apply, particularly those in leadership roles or preparing for leadership roles.

## Who is running programme?

This programme has been designed by SHEP (The Social and Health Education Project CLG) which has been designing and delivering experiential training programmes since 1974.

## What is SHEP's philosophy on leadership?

This programme is informed by SHEP's commitment to enhancing human well-being and social justice. It recognises that effective leadership begins with **self-awareness** and **presence**. Importantly, this programme is based on an understanding that leadership must be **values-led**, **integrated** and **facilitative**. We see leadership as a **mind-set**, not a skillset

*"I was grateful to have the opportunity to explore Leadership studies ...It was also interesting to look at my own leadership qualities and abilities. The diversity within our group highlighted for me, the importance and benefits of inclusivity. There were also other significant learnings along the way such as: the power of listening, how to deal with conflict, group dynamics, experiential learning, the benefits of journaling and personal development. Overall it was a really enjoyable course and I would definitely recommend it."*

SHEP Leadership Participant

## Key themes

This SHEP course draws innovative models of leadership particularly Theory U (Otto Scharmer, 2007) (<https://www.presencing.org/>). The emphasis is on **awareness**, **connection**, and **mind-sets** rather than on skills development. It is a highly **experiential** programme where together we will **co-create** a learning community. We have the freedom and capacity to customise the course to best suit where the group is at.

## There will be eight key areas of exploration:

- **Theory U**
- **Personal Leadership**
- **Systems Thinking**
- **Social Justice & Social Innovation**
- **Environmental Awareness & Action**
- **Intercultural & Diversity Perspectives**
- **Influencing Change in Systems**
- **Critical Reflective Practice**

The intention is that this programme will be **interactive**, **challenging**, **rewarding** and **enjoyable**. The emphasis is on **non-formal learning**, and learning from each other. It will be **customised** according to the needs and interests of the group. It will be a **group journey**: a variety of **participatory approaches** will be used including discussion of formal inputs, experiential group-work, group activities, team projects, guided reading and learning circles.

## What is the time commitment?

This part-time, intensive programme will be offered by SHEP commencing in September 2021. There will be approximately 16 participants. The programme will involve 24 evening sessions (on Tuesdays, 7-10pm) and three day-long sessions (Saturdays, in person, most probably in Cork – subject to public health guidelines). It is important to point out that while this course is part-time it is an intensive course - participants will need to be able to devote sufficient time to participate.

## **Are there assignments?**

There will be a number assignments which will support your experiential learning and skills development, as follows: Everyone will: present a leadership case; ii) make a short individual presentation; participate in a Group project; compile Reflective Learning statement; and prepare a Personal Leadership plan. Assessment will emphasise self-assessment and some peer assessment.

## **Is there a core text?**

There will core text for this programme will be 'The Essentials of Theory U : Core Principles and Applications' (Otto Scharmer, 2018) – available online.

## **Is the programme certified?**

On successful completion of the programme participants will receive a SHEP Certificate in Leadership. To complete the course 80% attendance is essential, along with completion of all assignments.

## **Who will be facilitating the programme?**

An important feature of this programme is that it will delivered by a team of SHEP facilitators and guest Facilitators with experience of leadership in the community. The Anchor Facilitators will be Jim Sheehan and Norma Roche. Five others - all with diverse backgrounds - will be part of the course team (see below). The Course Co-coordinator will be Jim Sheehan (Project Director, SHEP).

## **What are the entry requirements?**

This is an open-access programme, though there are entry requirements. Candidates must:

- be willing to commit to a group journey of learning;
- have a strong commitment to promoting equality and social justice;
- have a clear commitment to contributing to community life;
- demonstrated interest in the learning about the major challenges of our time; and
- be at least 18 years of age.

## The Training Team

**Jim Sheehan:** Jim has been the Director of The Social and Health Education Project since 2009. He has been in a number of team leadership roles since 1993, including overseas in Africa and Asia as a Programme Manager with Concern Worldwide. He is particularly interested in promoting inclusion through equality, advocacy and community development initiatives. He is a graduate of Mater Dei Institute of Education, the London School of Economics, and Waterford Institute of Technology.

**Norma Roche:** Norma has been working in the community and voluntary sector for over 25 years. She holds a BSoc.Sc in Youth and Community Work and a Higher Diploma in Leading and Managing in the Community and Voluntary sector. She is a community tutor with SHEP. She is passionate about innovative and holistic approaches to social justice and has worked on dynamic projects in both Ireland and Australia in the youth and community work sector.

**Kevin McCaughey:** Kevin worked in the homeless sector in Dublin with Focus Ireland before moving into the Community and Voluntary sector in Cork with a number of Traveller organisations. He holds a HDip in Development studies (UCD) and has studied Group Facilitation to the level of Masters Degree (UCC). He is passionate about the transformative potential in small groups and community education and has worked with SHEP on a number of programmes and in a number of capacities over the last 15 years.

**Dr Naomi Masheti:** Naomi is the Coordinator of Cork Migrant Centre. Originally from Kenya, Naomi has been living in Cork since 2001. Before joining the CMC, she attended UCC where she completed her PhD in 2015 specialising in the *Psychosocial Wellbeing of Sub-Saharan African Migrant Children*.

**Maria Young:** Maria is the Coordinator of SHEP Earth Aware since 2016. She is also the coordinator of Green Spaces for Health and the Cork Food Policy Council. She runs Reconnecting with Nature courses at Nano Nagle Place. Maria is passionate about the environment, protecting biodiversity and finding ways to transition to a society that places social justice, rights for nature and respect for our planet at the heart of all we do.

**Toufik Messabih:** Toufik Messabih is a social entrepreneur, a sport therapist and psychotherapist. He is the founder and developer of Lib Multicultural Counselling and Service Programme. Lib offers free culturally sensitive counselling to asylum seekers and refugees. Born in France, with Algerian roots, Toufik has a passion for social justice, diversity, personal growth and creative thinking. He is the 2020 Social Entrepreneurs Ireland winner in the Ideas Academy category.

## What is the cost?

For this course we are offering a sliding scale: All places on the sliding scale are subsidised. This is an 'honour system' – we will rely on people's honesty. Our intention is to make this training accessible and affordable – yet we have to work within our own budgetary constraints and we will rely on those who can pay more to do so.

**Price 1: €650** (based on a €250 bursary) - higher earners

**Price 2: €500** (based on a €400 bursary) - middle earners (or if your organisation is paying for you)

**Price 3: €350** (based on a €550 bursary) - middle – low income earners

**Price 4: €200** (based on a €700 bursary) - people in receipt of a Social Welfare allowance

No deposit is required with the application. A payment plan will be available for those who wish to pay in instalments.

'It is always easier to deny reality than to allow our worldview to be shattered.'

NAOMI KLEIN!

## SCHEDULE

September 7, 14, 21, 28; Oct 5, & 12  
Jim Sheehan & Norma Roche

Oct 19, Nov 2 & 9  
Social Justice, Inclusion & Social Innovation  
Toufik Messabih

Nov 16 & 23  
Jim Sheehan & Norma Roche

Nov 30: Dec 7 & 14  
Climate Justice Leadership  
Maria Young

Jan 11, 18 & 25  
Kevin McCaughey

Saturday, 5 February  
Kevin McCaughey, Jim Sheehan & Norma Roche

Feb 8, 15 & March 1  
Intercultural Perspectives & Diversity  
Dr Naomi Masheti

March 8, 15, 22, 29 & April 5  
Jim Sheehan & Norma Roche

Saturday April 9  
Group Presentations (x4)  
Jim Sheehan & Norma Roche

April 26, May 3 & 10  
Influencing Change in Systems  
TBC

Saturday May 21  
Closing, Personal Learning; Evaluation & Celebration  
Jim Sheehan & Norma Roche

# An innovative & experiential programme

## SHEP CPD Certificate

**CLOSING DATE:**  
**21 JUNE 2021**

We expect this course to be oversubscribed. Candidates will be shortlisted on the basis of their application and all shortlisted candidates may be required to attend for an interview. Early application is advantageous. Being called for an interview does not guarantee an offer of a place on the programme. Successful applicants will be notified by mid July 2021.

### TO APPLY

Applications to be made, online, through the SHEP website ('applications' section on home page).



**SHEP**  
**Experiential Training**  
Facilitated Learning in Groups

