

# Landscape Leadership

## Recruitment pack

We're looking for participants who want to inspire positive change in Scotland's rural sector. This programme will unite land owners and managers who can see opportunities as well as challenges, and who want to work collaboratively towards transformative environmental change at a landscape scale.

### Programme details

The Landscape Leadership programme will take place throughout January – June 2020 and comprises four overnight sessions and six coaching sessions.

Overnight sessions will take place in different inspirational venues around Scotland. These are expected to take place during the weeks commencing 27<sup>th</sup> January, 17<sup>th</sup> February, 16<sup>th</sup> March and 30<sup>th</sup> March 2020. Sessions will begin at around 3pm on the first day and conclude at 3pm the following day.

Sessions will include inspirational talks and visits, leadership theory and application, opportunities to apply and develop practical skills, networking opportunities, and self-care and reflective practices. Comfortable accommodation and quality catering will be provided for participants, including some of Scotland's finest local produce.

Participants will also receive six coaching sessions with an experienced coach and facilitator, which will take place by video call. These coaching sessions are intended to help participants turn their aspirations for their landscapes into tailored project plans.

It is anticipated that there will be ten participants on each course, from a variety of backgrounds, with a common aim of wanting to make change their in their landscapes.

### Cost

Thanks to a generous donation<sup>1</sup> the cost of taking part in this programme is only £500.

Members of Scottish Land & Estates, Community Land Scotland, Scottish Environment Link, and the Community Woodlands Association are entitled to an additional 25% discount.

### Outcomes and benefits

- An investment in your leadership skills of approximately £5,000 for a greatly reduced fee, including a personalised Leadership Development Plan.
- A customised Landscape Action Plan which will identify the key next steps needed for you to deliver your landscape goals and make real, sustainable change at a landscape level.
- Six sessions of 1:1 coaching to assist in developing and delivering your Landscape Action Plan and Leadership Development Plan over 6 months.

- Increased confidence and self-awareness, enabling you to take on new challenges.
- A suite of tools and techniques which can be applied within your organisation for supporting and developing leadership and followership.
- Access to a network of landscape leaders and their organisations, bringing new opportunities for shared learning and partnerships.
- Inspirational visits and talks from other landscape leaders to stimulate ideas and identify solutions.
- An understanding of the wider policy context and policy development process in the UK.
- The opportunity to develop your influencing skills, including a Ministerial question and answer session at Holyrood.

## Person Specification

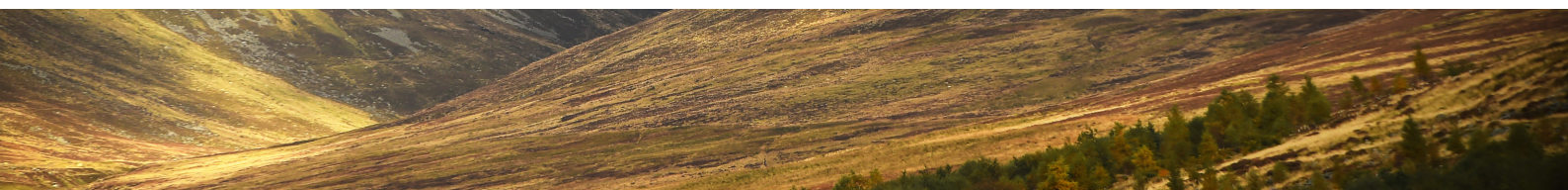
We are seeking people with the power and passion to make significant environmental changes at a landscape scale in Scotland. We have a short window to halt catastrophic climate change, prevent biodiversity loss, and restore healthy ecosystems, and to do this we need to act fast, working with individuals and organisations to bring about change at scale.

This programme is ideal for those who:

- Are in an existing leadership position, where your decisions could potentially make significant changes to land management at scale; or are in a position of influence to make change happen.
- Realise that change is needed: to make the most of the environmental market opportunities of the future; to be on the front foot for the inevitable legislation and policy support changes that are coming; and to make a positive difference to the environment for future generations.
- Are motivated to steward land responsibly, and take a long-term view of the natural assets within your landscape.
- Have a reasonably clear idea of the sort of changes you want to make in your landscape - but want support and inspiration to refine them into something workable and achievable.
- Despite being in a position of leadership, you are still facing barriers to making change, and want to build your capacity and develop your skills to overcome these challenges.
- Have the support and agreement of your governing body, if applicable, to participate in the programme.

## Expectations

- Attendance at all four overnight sessions, expected to take place in weeks commencing 27<sup>th</sup> January, 17<sup>th</sup> February, 16<sup>th</sup> March and 30<sup>th</sup> March 2020.
- Completion of up to one day of work in between each session.
- Active engagement in six coaching sessions plus a pre-participation interview taking place from January 2020 – June 2020.
- Completion of a personalised Leadership Development Plan.
- Delivery of the completed Landscape Action Plan.
- We expect all participants to be open, honest, comfortable sharing ideas, and willing to receive friendly criticism.



# Application form

We are looking for ambitious and forward-looking individuals to act on the biggest challenges facing Scotland and the world: wildlife collapse and climate change.

If you want to be part of this please complete the following:

## Name

## Organisation or business name, address, and website

Name:

Address:

Website:

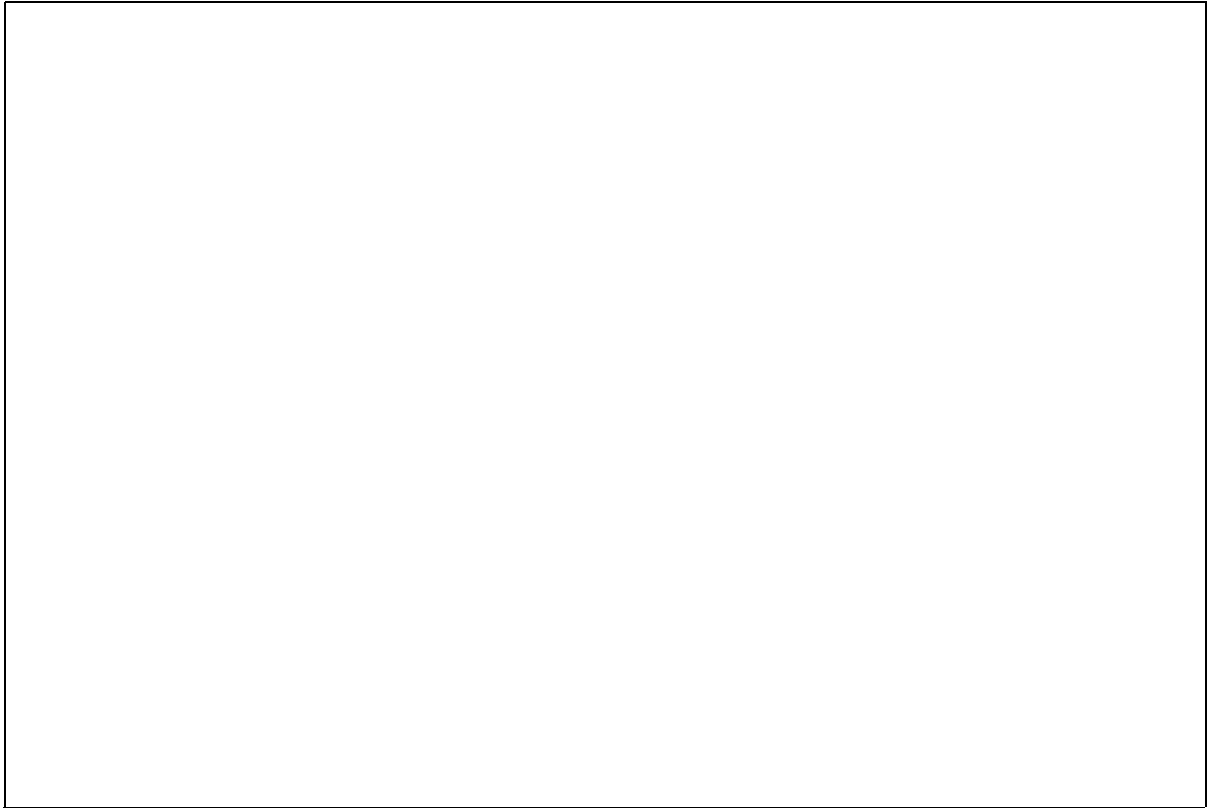
## Role and time in role

Role:

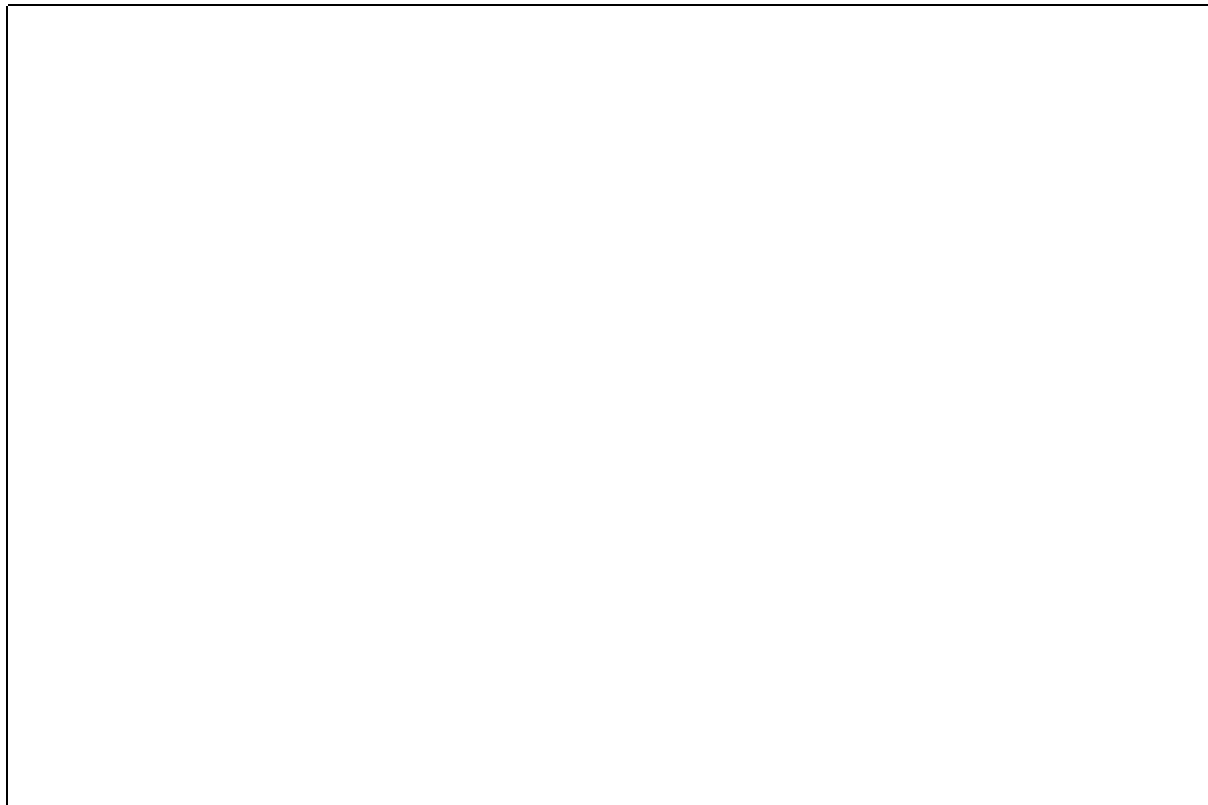
Time in role:

## Tell us about your landscape in your own words, including its size and land uses

**What do you hope to achieve for your landscape in participating in this programme?**



**What do you hope to achieve for yourself in participating in this programme?**



**If applicable, is your manager/board or other accountable body aware of and supportive of your application?**

**Why are you applying for this programme?**

**Personal details**

Address:  
Email:  
Telephone:

**Please tell us about any assistance that could make this programme more accessible**

## **Are you a member of any of the following?**

Scottish Land & Estates

Scottish Environment Link

Community Land Scotland

Community Woodlands Association

We'd like to keep you updated on how the Landscape Leadership programme progresses, and on other Soil Association Scotland news and events you might be interested in. Please check the boxes below to confirm that you're happy for us to contact you regarding:

The Landscape Leadership programme and related activity

Fortnightly updates on Soil Association Scotland news and events

**Please return completed applications to Kay Whytock  
([KWhytock@soilassociation.org](mailto:KWhytock@soilassociation.org)) by 5pm, Friday 22nd November.**

**You can also contact Kay with any other questions about the programme.**