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Leadership in the Third Sector:
Challenges and Opportunities



About ACOSVO

- History
- Members
- Events
- Strategic and Cross Sectoral Work

Current Challenges for Third Sector organisations

- Economic climate
- Partnership working
- Localism
- Evidencing impact
- Increasing demand
- Political environment
- Environmental
- Technology
- Social enterprise
- Rising demand for services with no corresponding rise in resource

Challenges for leaders

- Uncertainty
- Isolation
- Staff motivation
- Information
- Change management
- Planning in an uncertain environment
- Competition
- Governance
- Innovation
- Burn out

Opportunities for leaders

- Support network
- Collaborative working
- Diversifying funding
- Government support
- Increase in volunteers and skilled workforce
- Interest in sector
- Using “crisis” to advantage

Governance

- Evolving Leadership and Governance Forum
- Survey: “If your organisation plans to invest in developing Board leadership, which key areas would you most likely address?”
 - Finance/income generation/
 - Strategy/strategic planning
 - Clarified roles/ responsibilities of trustees/board members
 - Difference between governance/leadership/management
 - More effective leadership in meetings and decision making

Voluntary Action Scotland:

- Think Tanks
- Signposting to national local support organisations
- Connections and support for partnership working
- Mentoring, peer support and good practice sharing opportunities

Confidence

Given the challenges identified, we asked how confident respondents were that their organisation can successfully address any or all of these challenges.

