



BAYES
BUSINESS SCHOOL

CITY ST GEORGE'S
UNIVERSITY OF LONDON

Aspiring Chief Executives

Leadership development programme

Key information

Dates

This mixed delivery programme begins on 26 November 2026.

Fee

£2,795 (no VAT) per person.

The programme fee covers the 6 module workshops, three online half-day Action Learning Sets, and all programme materials and administration.

A bursary is available for this programme where the applicant is from a small organisation with a turnover of less than £500,000. For more information please visit our [website](#).

Booking

Please visit bayes.citystgeorges.ac.uk/cce/ace or contact CCE@citystgeorges.ac.uk



Find out more

Programme overview

This highly interactive and experiential programme, offered by the Centre for Charity Effectiveness (CCE), is designed to offer in-depth leadership learning that allows senior leaders to integrate their professional development with the demands of a busy role. It will provide you with the opportunity to take stock, build confidence in your current leadership role, and develop your potential further, whether you are looking to strengthen your current capabilities or hoping to step up into a chief executive role.

Why choose our Aspiring Chief Executives Programme?

Our Aspiring Chief Executives programme (ACE) is ideal for busy nonprofit leaders who want to stretch themselves, and who feel ready to take that step up to become chief executives. This flagship programme has been designed to encompass a series of engaging, and highly participative sessions that support reflection, interactive group and peer learning, and the practical application of new thinking to emerging and real-world challenges.

ACE is designed to help you increase your confidence and ability in your current role and context; to appraise the role and task of chief executive as a future career option; and to maximise your ability to lead effectively in the nonprofit sector. The programme encourages you to ground and develop your personal leadership capabilities, and to build a strong peer network. We place special emphasis on nurturing your relational leadership style; on developing your adaptability and agility as a leader; and on your capacity to develop flexible yet sustainable operations, resources and strategy for your organisation.

What you will gain

- Appraise the role of chief executive, understand the behaviours and qualities required of the role and stretch yourself in your current role
- Develop your leadership presence, your personal leadership capability, and build your confidence to lead with agility
- Understand how to improve organisational effectiveness through operational flexibility, responsive financial leadership, and sustainable strategy
- Hone your leadership abilities – enhance your presence, communication, and relational leadership of remote and hybrid teams
- Build an enduring peer support network for your ongoing development and your future career
- Determine how to shape an organisation through positive relationships, dialogue and action, and to incorporate equity, diversity and inclusion
- Be inspired by the career experiences of successful nonprofit chief executives and get robust coaching from peers on how to apply different leadership perspectives to the practical challenges you face in the workplace.

Who should attend

This programme has been designed specifically for senior leaders who are already employed within the voluntary, community and social enterprise sector, who would like to enhance their senior leadership capabilities or who are considering the step up to a chief executive position. To be eligible for the programme you need to be currently in a post reporting directly to a chief executive yourself, and leading a team of staff.

What to expect

The ACE programme includes a series of six in person workshops, three online Action Learning Sets (ALS), one online session ‘in conversation’ with two sector CEOs, and provision of a wide range of related learning materials and resources. Please see our website for a full list of dates. All modules will be delivered in-person at Bayes Business School from 10:00–17:00 on Day One of the module and 09:00–16:00 on Day Two of the module. All Action Learning Set sessions will run online.

Workshops

Three modules delivered through six in-person workshops, will cover the following themes and topics:

- Your leadership fuels: resilience, networks, strengths
- Leading on diversity, equity and inclusion
- Relational leadership, psychological safety
- Responsive financial leadership
- Governance and working with the board
- Strategy – what, why, how
- Leading change
- Looking to the future – stepping into a CEO role.

These modules will be facilitated and delivered by our ACE programme leaders, with contributions from other subject matter experts and current nonprofit CEOs.





Action learning sets

Three online Action Learning Set (ALS) meetings will be led by the programme leads. Action learning is a method of peer learning which uses enquiry and problem solving to enable participants to find practical ways for dealing with real work challenges and dilemmas. It emphasises learning through action and applying learning and experience in practical ways. There will be opportunities for additional ongoing, self-managed ALSs throughout the programme.

'In conversation' session

An informal 'in conversation' session with current charity and nonprofit CEs takes place online partway through the programme. The date for this event will be confirmed at the start of the programme.

Preparation work, programme materials and resources

The programme is supported by a range of materials and resources. To get the most from attending the workshops, we will ask you to do some advance preparation; this is usually a mixture of individual reflection and some reading or occasionally some 'thinking together' with other programme participants in small groups. We also offer a variety of suggested follow-up activities and resources for you to use.

Programme leaders


The programme will be co-facilitated by programme leaders Ana Paula Nacif and Tammy Tawadros. During the programme you will also hear from a range of other external speakers and sector experts.


Ana Paula Nacif is a Visiting Lecturer with the Centre for Charity Effectiveness (CCE), and an experienced executive, group coach, facilitator, and consultant with nearly 20 years experience working with organisations and the not-for-profit and private sectors.

Tammy Tawadros is a Visiting Lecturer and consultant for the Centre For Charity Effectiveness (CCE). She is an executive coach, organisational consultant and work psychologist with many years' experience of design and delivery of a broad range of leadership, organisational development and culture change initiatives.

For more information visit:
[bayes.citystgeorges.ac.uk/cce](https://www.bayes.citystgeorges.ac.uk/cce)

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