

YOUNG LEADERS FOR SUSTAINABILITY (YLS)

THE CHALLENGE

We live in an emerging era where sustainability issues are moving onto the strategic agenda of companies, government and civil society. Climate change, ecosystem decline, energy security,



resource scarcity, demographic change: Our success - or failure - in moving towards a more sustainable way of living on this planet affects everybody. And these challenges cannot be tackled in isolation but need collaboration and a different kind of leadership. All over the world, young people are eager to contribute to a positive future and are looking for ways to get active. They represent a great potential for

societal progress and sustainable development. It is up to us to support them to channel their energy into a positive way of leading and driving change.

THE NEED

How can young professionals meet the challenges of uncertainty, complexity and sustainability that impact our organisational environment with real consequences? By learning to turn them into opportunities with a unique set of

skills: to build on connectivity and collaborate with stakeholders and to adapt to volatile markets. To innovate effectively across countries in a complex environment, understand different cultural contexts and make the most out of a diverse workforce. To think globally and find quick solutions to local challenges making sure that the learning is distributed fast across the entire organization. The qualification program Young Leaders for Sustainability (YLS) offers a unique approach to meet these urgent needs.



THE APPROACH

Our methodology is Collective Leadership for Sustainability, which we see as a compass that helps leaders from all sectors to navigate through sustainability challenges.

Collective Leadership for Sustainability is the capacity of a group of leaders to deliver their contribution to a joint purpose collaboratively, while putting high priority on sustainability and the common good. At the core of Collective Leadership is a value system that highlights the human capacity to make a difference by building performance and innovation on dialogue and diversity.



YLS AS A MOTOR FOR CHANGE

Competency	Content
FUTURE POSSIBILITIES	Recognizing and harnessing potential Leading teams and projects with: <ul style="list-style-type: none"> ✓ Openness for new ideas ✓ Common goals ✓ Higher impact
ENGAGEMENT	Successful Management of complex change processes Guiding and implementing change by: <ul style="list-style-type: none"> ✓ Cooperation across departments, sectors and institutions. ✓ Securing process quality ✓ Motivating others for a common goal
INNOVATION	Enabling innovation Creating space for: <ul style="list-style-type: none"> ✓ Constructive discussions about new projects and services ✓ Uptake of external impulses and ideas ✓ New innovative and creative methods
HUMANITY	Humanity as a leadership capacity Satisfaction, engagement and motivation rises due to: <ul style="list-style-type: none"> ✓ Recognizing different leadership styles ✓ Empathy and appreciation in dealing with colleagues and clients ✓ Self-reflection
COLLECTIVE INTELLIGENCE	Leading dialogue and co-creation Projects are successful because team members: <ul style="list-style-type: none"> ✓ Engage others for the initiative ✓ Build trust ✓ Create space for peer-learning and support
WHOLENESS	Understanding actions in the broader context Attributing meaning to interactions, projects and actions with: <ul style="list-style-type: none"> ✓ The ability to take the broader view ✓ Evaluating products and projects in their respective context ✓ Placing individual contribution in relation to the broader context

YLS

- ...is a qualification program for young leaders who want to make a difference.
- ...builds a network of young professionals from business, government and civil society.
- ...supports changemakers in facing complex challenges within their projects and their leadership development.



By learning the capacities for Collective Leadership, we help participants to step into the unknown, go beyond their comfort zone and create new opportunities out of sustainability challenges. The methods conveyed in the program demonstrate practically how collective intelligence works in fast and efficient problem solving. Participants learn the art of engaging with stakeholders as a cornerstone for successful collaboration while working on real issues leaders are dealing with. We offer leaders the experience that innovation is not something allocated to specific people but a competence leaders must both harvest in themselves and foster in others. For this they encourage inventiveness and iterative learning. Participants foster essential skills for adaptability including seeing change as inevitable and finding ways to partner with it.

In 2015 the program runs successfully in Germany for the 6th time. Based on our experiences we want to scale-up the network and the qualification program through other countries.

We've started the dialogue with potential partners from Rwanda, South Africa, Kenya and Tunisia.

Do you want to cooperate with us? Are you interested in running YLS in your country or institution?

We are looking forward to hearing from you!

CONTACT DETAILS

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THE COLLECTIVE LEADERSHIP INSTITUTE

Founded in 2005 with offices in Germany, South Africa and the United States, we are an international non-profit organisation with the mission to scale up collaboration skills for a sustainable future.

Our capacity building approach empowers people and organisations to address sustainability challenges successfully with **a focus on high quality stakeholder collaboration, dialogic change and collective leadership.**

More than 2000 alumni of our programmes and more than 25 successfully supported projects showcase our experience in helping to shift multi-actor collaboration to deliver tangible results. Thanks to our proven methodologies, excellent reputation and achieved impact, the Collective Leadership Institute is **one of the world's leading mission-driven organisations** in the field of making collaboration for sustainability work.