

ACADEMY TRAINING INFO

People and Leadership

Title of the training: People and Leadership: Leading people through times of crisis

People it is addressed to:

This training is designed for leaders, board members, and managers in NGOs, civil society, and social sector organisations who are navigating complex challenges in governance and people management. It is tailored for those leading through uncertainty, fostering resilience, and sustaining engagement amidst crises. Participants will gain insights into decision-making under pressure, maintaining trust, and ensuring organisational stability in talent retention, volunteer engagement, promoting diversity and inclusion while adapting to evolving work environments.

Brief description of the training / Synopsis:

In today's rapidly changing nonprofit sector, leadership is tested. The ability to guide teams with clarity, empathy, and strategic foresight becomes essential for organisational resilience. This training focuses on leadership strategies that enhance trust, enable effective decision-making, and support teams through uncertainty. Participants will explore governance principles, adaptive leadership, and approaches to sustaining motivation and wellbeing in challenging times.

By the end of the training, participants will be able to:

- Strengthen leadership and governance structures to navigate crises effectively.
- Make strategic decisions under pressure while maintaining transparency and trust.
- Communicate effectively with teams, stakeholders, and communities during unstable times.
- Foster a resilient and engaged workforce in uncertain times.
- Align organisational values, HR practices and culture with new challenges and opportunities.
- Implement policies that promote psychological safety, wellbeing, and inclusion.

This training offers a reflective and practical space for leaders to reassess their approach to governance and people management, ensuring they can lead effectively through challenging times while fostering a resilient and purpose-driven organisation.

Content of the programme:

- **Module introduction:**
Welcome and an overview of objectives, expectations, and topics.
- **Governance and Decision-Making in Uncertainty:**
Strengthening leadership structures in a BANI world
Ethical decision-making and maintaining accountability
- **Stakeholder Engagement in challenging times:**
Principles of clear and transparent communication
Managing internal and external expectations of stakeholders
Rebuilding trust in times of uncertainty
- **Resilient Leadership and Team Management:**
Guiding teams with emotional intelligence, adaptability, and a focus on empowerment
Addressing signs of distress and sustaining motivation
Creating a psychologically safe and inclusive environment
- **Organisational Culture and Change Management:**
Aligning leadership practices with evolving work realities
Integrate organizational values, HR practices, and culture in change management
Managing resistance to change
- **Conclusion:**
Final summary of key takeaways.
Additional resources and exercises for participants.

Brief bio of the trainer:



Liliana Dias

Principal Consultant at Stone Soup Consulting in the areas of Human Resources Management and Corporate Social Responsibility (CSR). Master's in psychology from the Faculty of Psychology of the University of Lisbon (2003), Master's Degree in Human Resources Management from ISCTE Management School (2009) and Postgraduate Diploma in Creativity and Design Management for Business Innovation from IADE (2011).

She has more than 18 years' professional experience in human resources consultancy and organisational social responsibility practices, particularly in the design of organisational development programmes and projects.

At Stone Soup Consulting, she has coordinated Organisational Diagnostics and Audits (nationally and internationally) for several organisations with an environmental impact, such as: Biosfera (Cape Verde), NCD- Birdlife International (Senegal), PRCM - Partenariat Régional pour la Conservation de la zone and Marine, VCF - Vulture Conservation Foundation, among others), and later helped to draw up strategic and operational strategic and operational development and training plans.

She has extensive experience in facilitating participatory processes, organising teamwork sessions, facilitating focus groups and co-creating concrete action plans for public and social organisations. Liliana is fluent in English, French and Portuguese.