

Invitation for tender - support for our leadership team

Background

The National Lottery Community Fund has invested into FareShare's strategic leadership, putting 6 Heads Of roles into place, which adds a new layer of management and skills to our structure. This group, along with a Head of Finance and a Head of Fundraising, form the Senior Management team (SMT).

The SMT focuses on the daily operations and managing teams. They work alongside the existing team of 4 Senior Leadership Team (SLT) members, who hold the strategic and financial sustainability planning for the charity in the longer term.

This is the first time that FareShare has had this structure and its success is a large factor in FareShare's transition from a small to a medium-sized charity. In the 18 months since the SMT was formed, the 2 leadership teams have set up a new business planning cycle, done strategic and operational planning across the charity, and learnt to work together effectively.

Next steps

This process is a large organisational change, and one that would benefit from external support to accelerate our team-formation and effective working. We are looking for support with this work to have the following impact:

- To accelerate leadership team development
- To maintain forward movement and accountability on strategy
- To enable the leadership team to grow the organisation excellently

The outcomes that we would particularly like to achieve are:

1. Better, faster decision-making - clear decision/accountability matrix and escalation routes;
2. Developing our effectiveness as a team, including all personal styles and experience;
3. Developing a tone of voice as a leadership team, clearly linking our narrative to the mission and organisational goals.

What support we are looking for

We have a budget of £16,000 as part of our grant from the National Lottery Community Fund to work with a coach and facilitator on this work.

We would expect this to break down roughly into c £10,000 for group work with SLT/SMT to support organisation development and leadership capability and £6,000 121 coaching to offer to support members of the SLT and SMT.

Please submit a proposal of no more than 3 sides of A4 explaining:

- What you structure you propose for this work;
- What experience you have of similar work, especially with leadership teams in growing charities;
- The cost breakdown of this work;
- The team involved and their background.

The deadline for proposals is 1st November with the appointment expected to be made by 15th November. Please email the proposals to Philippa Ward, Head of Organisational Development, Philippa.ward@fareshare.org.uk