

AcademiWales



Llywodraeth Cymru
Welsh Government

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International Learning Opportunities

Developing Leadership, Developing World,
Developing Wales

Are you ready for the leadership challenge of a lifetime?

The International Learning Opportunities (ILO) programme provides a unique opportunity to spend eight weeks in sub-Saharan Africa working on development projects that are designed to enhance your leadership skills.

As an international leadership programme, ILO is designed to stretch and challenge your capabilities. The programme offers an immersive experience that involves working with African organisations, leading on specific projects. By taking you out of your comfort zone, it tasks you to work more creatively, increases levels of self-awareness and gives insight into your own personal resilience. The skills and understanding that the programme provides can be invaluable, not only to you as a participant but to your organisation and to Wales.

Funded by the Wales for Africa Programme, the ILO programme provides a practical way to support Wales in contributing towards the achievement of the Millennium Development Goals.

Since 2007 over 100 participants have been able to experience living and working in a developing country. In addition, participants have returned with new found insight on what it means to work resourcefully and adapt - strengthening their skills as a leader, to improve what is delivered for the people of Wales in the face of challenging times.



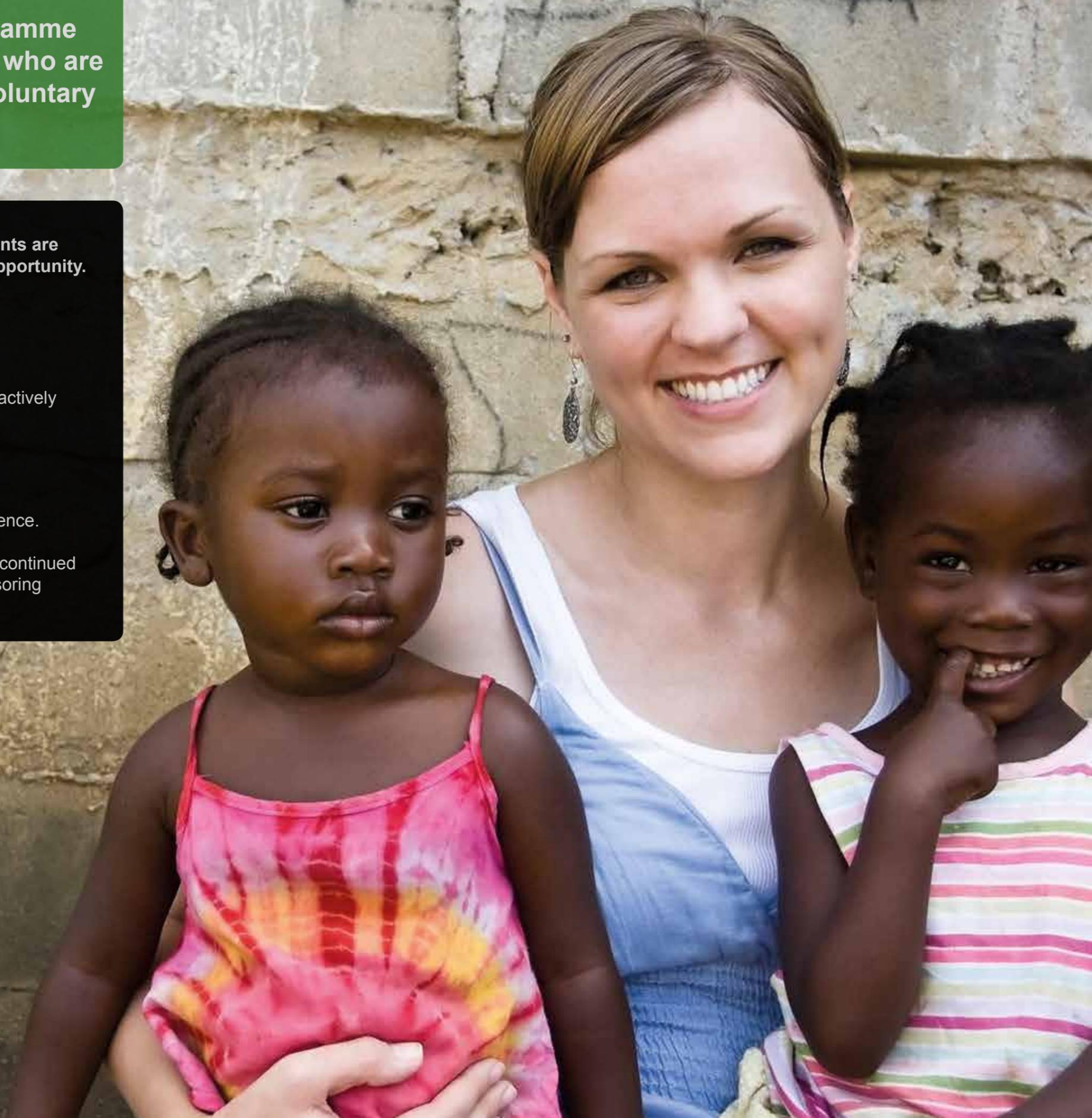
Who is it for?

The International Learning Opportunities programme is aimed at experienced managers and leaders who are permanently employed within the public and voluntary sectors in Wales.

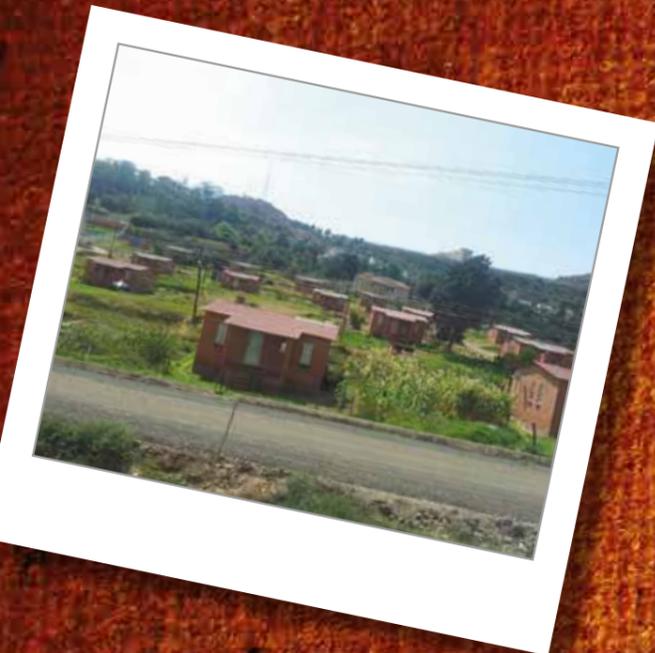
A full recruitment and selection process will ensure potential participants are suitable and fully committed to undertake an International Learning Opportunity. Some key skills for an ILO participant include:

- Ability to work effectively with others
- Ability to manage and motivate a diverse group of people
- Strong communication skills, with the ability to influence and negotiate by actively listening and questioning
- Acting with integrity
- Strategic thinker providing purpose and vision
- Commitment to learning, strong self-awareness and keen to make a difference.

Undertaking an International Learning Opportunity should form part of your continued personal and professional development, therefore line managers and sponsoring organisations must be fully supportive of your application.



What have other people said?



"I have a more positive outlook on how I can be effective in dealing with challenging situations and in my skills and abilities in influencing change and motivating others to respond to change"



"By being taken out of my comfort zone and working in a very different environment I am more confident and far more comfortable picking up and progressing new projects. I know that the lessons learnt and experiences gained while on assignment will stay with me throughout my career."



"I returned to work refreshed, with a more global outlook and a desire to assess and improve things in my own work environment."



"Participants come back enriched, enthused and with a renewed energy for making a difference for the people of Wales. You can't buy that sort of enthusiasm from any other type of programme."



"This programme is about supporting and helping other countries and building skills at the same time, I think most of the insight, stories and narrative we have received and encountered with individuals who have returned from sub-Saharan Africa is that they have made a qualitative and quantitative difference to the kinds of environments in which they've been placed."

Projects

Work projects are sourced through a range of organisations such as local councils, government agencies and non government organisations (NGOs) in Uganda and Lesotho – the target countries for this cycle of the ILO programme.

A variety of assignments are available to suit your skills and experience. Typically, work can consist of designing assessment tools and processes, undertaking reviews and evaluation of projects, researching, planning and implementation of projects and schemes, IT and finance activities. It can also include facilitating partnerships, making presentations, training staff and assisting with HR systems and performance management tools and techniques.

A matching process is used at this stage, looking at the skills of the applicant to identify an assignment that would best meet the needs of both the individual and organisations in Africa.

The benefits

The benefits of an International Learning Opportunity reach further than you may think – for you, your organisation, for Wales and for Africa. Not only does it help to improve your skills as a leader and your ability to deal with change more positively and effectively, it allows Wales to make a distinctive contribution to the achievement of the Millennium Development Goals and build upon existing links between Wales and Africa.

Managers have found that participants return to work highly motivated with a renewed commitment and new perspectives for their work. Individually, working in a new and challenging environment can:

- Enhance your softer skills, increase self confidence and adaptability
- Allow you to innovate and solve problems more creatively
- Build your personal effectiveness through new found perspectives and resilience
- Increase your ability to work collaboratively

Find out in more detail about the wide range of benefits an ILO can offer on our website:
www.AcademiWales.org.uk

Cost

International Learning Opportunities are funded by the Wales for Africa Programme. This leadership programme forms part of your continued professional development so it is expected that your organisation will continue to pay your salary in the normal way – Wales for Africa will not cover salary costs.

Please note, costs associated with travel to interviews, workshops, airports etc are not covered.

Full details are available online at www.AcademiWales.org.uk

Partners

The International Learning Opportunities programme is funded by the Wales for Africa Programme and is delivered through AcademiWales and Wales for Africa in association with our approved supplier.

AcademiWales has been developed as a response to a key Programme for Government commitment – establishing a national centre for leadership excellence to support the delivery of efficient and effective public services in Wales.

www.AcademiWales.org.uk

The **Wales for Africa** programme was set up by the Welsh Government to encourage Wales to do more in support of international development and disaster relief. Since 2006 the Wales for Africa programme has become a beacon for Welsh efforts to help deliver the UN Millennium Development Goals to halve global poverty by 2015.

www.wales.gov.uk/WalesforAfrica



Interested?

“Was it worthwhile? Absolutely – probably one of the most challenging 8 weeks of my life but immensely rewarding.”



For more information on the International Learning Opportunities programme and for details on how to apply, please visit our website: www.AcademiWales.org.uk

To find details on ILO, please visit the “Personal Development and Growth” icon on our website.



Alternatively, please email: AcademiWales@Wales.GSI.Gov.UK

“The friendships I made, the skills that I learnt will stay with me for the rest of my life.”