



## Kingston Voluntary Sector Leadership Development Programme



Between May and July 2025, Kingston Voluntary Action (KVA) delivered a five-session Leadership Programme to 10 Kingston organisations, aimed at supporting and developing leaders across Kingston’s voluntary and community sector.

The programme was facilitated by Martin Farrell an international leadership coach and author of ‘Good Leaders in Turbulent Times’. The sessions focused on key aspects of leadership, including sustainability, team building, external partnerships, and governance. The sessions were tailored based on the participants’ development needs and designed to be interactive.

The programme was extremely well received. Many attendees appreciated the opportunity to step back from their day-to-day responsibilities and reflect on their leadership roles.

We collected feedback from 7 out of 10 participants. The Feedback from attendees was overwhelmingly positive. All respondents found the content either “very relevant” or “relevant” to their professional development, and the overall quality of the sessions was rated highly, with an average score of 4.57 out of 5. In addition, KVA’s organisation and communication throughout the programme were rated excellent by all participants.

How would you rate the overall quality of the sessions?



Participants valued and highlighted the reflective nature of the sessions and the opportunity to connect with peers. Please see below what the participants found most valuable about the programme:

*“The training was framed so that it impacted all attendees uniquely and at your own pace. Alongside being able to grow existing relationships with service heads and broker trust.”*

*“To have the opportunity to reflect about my role and be given tools to improve and develop.”*

*“The opportunity to reflect on my own practice outside of my usual work hours. To make contact with other leaders in our sector and to share experience.”*

*“Peer to peer conversation and Martin's expertise.”* The programme also had a clear and positive impact on participants' confidence and strategic thinking. Please see below how the programme has benefited the participants and what actions they are likely to take:

*“I will try and develop my active listening and start to try and see my powers not my weaknesses.”*

*“It has made me more aware of my leadership style and how I can improve and adapt to different staff members' needs. I have found having a support network and being able to vent during difficult times be very useful. Also knowing that others are in the same position.”*

*“Given me more confidence in my decision making. Encouraged me to work in a more strategic way, rather than in a reactive way. Made me think about how I listen to colleagues and to give them the space to be able to communicate effectively and to come up with solutions - to try to stop jumping in to solve issues! I would like to stay in touch with the group if we are able to do this.”*

*“The sessions have increased my confidence as a leader. It has also helped me look at the more strategic aspects of my work. I will ensure I do not fire fight with operations but also make time for more strategic and development aspects of leadership. I will use some of the exercises with my staff.”*

While most participants were satisfied, a few offered constructive suggestions. some of the recommendations for improvements were:

*“Longer and thus more topics and discussions”*

*“Focus on tools/solutions to support issues raised,”*

Most participants felt the right topics were covered, though one suggested:

*“I felt the right topics were prioritised, it would have been good to cover fundraising more in depth.”*

Others had no additional topics to recommend:

*“Nothing – I enjoyed the mix of activities and not being talked at.”*

When asked about future training, there was clear interest in financial skills, with suggestions including:

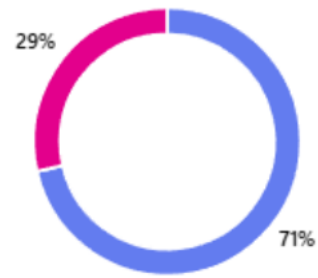
*“In-depth finance: budgets and P&L.” (Profit and Loss)*

*“Around charity finances.”*

All participants said they would recommend the programme to a colleague, with five saying they were 'very likely' and two saying 'likely'.

How likely are you to recommend this programme to a colleague?

● Very likely	5
● Likely	2
● Unlikely	0
● very unlikely	0



The Kingston Voluntary Sector Leadership Programme was a great success, and the feedback reflected a strong interest in further leadership development continuation, particularly in the areas of finance and fundraising. KVA is committed to support this cohort and will work to establish a self-sustaining framework for ongoing collaboration. We are taking proactive steps to ensure the continuity of the programme and facilitate this transition.

KVA will set up a group email for leaders to stay connected and share information. Martin Farrell will deliver three additional sessions every other month, which will help establish a participant-driven format. The first session to begin to set up this framework will be scheduled for September 2025.

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August 2025