

Face-to-face Legacy Programmes

Nora Gratzer, Legacy Programmes Manager

T: +44 (0)207 608 8147

E: nora.gratzer@commonpurpose.org

Skype: cpct-norag

Common Purpose Charitable Trust. Company Limited by Guarantee. Registered Office: Monmouth House, 38-40 Artillery Lane, London E1 7LS - Registered in England 2832875, Registered Charity 1023384. © Common Purpose Aug-19



Face-to-face Legacy Programmes

Legacy Programmes bring together young people in a city or country to address the question: **“What will the legacy of our generation be?”** Because after all, they are the generation who will shape it.

Why Legacy Programmes?

Because the world needs:

- a new generation of young leaders to come through who have the commitment and ability to bridge divides.
- stronger links across generations, which help them to work better together.
- a broader base of leadership in our cities and countries.
- established leaders to hear and support young people with big ideas and long-term thinking.

The process

Face-to-Face Legacy Programmes are delivered in five key stages:

- Stage one: Convening partners and stakeholders
- Stage two: Building the participant group
- Stage three: The programme
- Stage four: Evaluation
- Stage five: Alumni activities

The aspiration of all Common Purpose Legacy Programmes is that in ten years' time, our participants will reflect back and say:

I have worked with people I would never have come across, let alone worked with.

I often go back to remind myself what kind of leader I committed to being.

We knew then that it was up to our generation to do things differently.

Stage one:

Convening partners and stakeholders

In order to run a Face-to-Face Legacy Programme, Common Purpose partners with a diverse range of organizations who are deeply rooted in their city or country. These are key players, whose insight, networks and skills – as well as their commitment to their city or country – ensures that the programme creates maximum impact.

Usually, partners are in a position to provide financial sponsorship, speakers and contributors. They nominate their young talents as participants on the programme, and can also nominate one rising leader to join the Advisory Group to help shape and drive the programme.

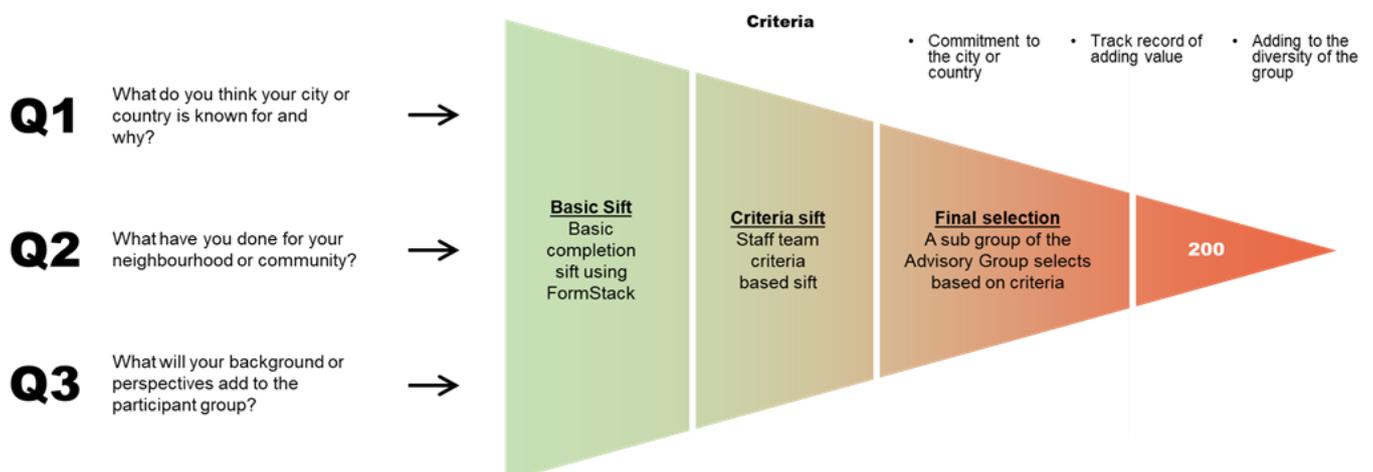
Stage two: Building the participant group

Face-to-Face Legacy Programmes are for up to 200 young people, aged 18-25, from across a city or country. They are an amazingly diverse group: some in employment, some not; some studying, some volunteering. Many will be passionate activists, others will be finding their own causes. Legacy Programmes reach young people from very different backgrounds and beliefs – the only thing they have in common is their generation.

We find them through social networks and community organisers, and by working with our partners in the city or country and many youth organizations.

Selection process

Our application process and selection criteria is designed to build a diverse participant group with the motivation and commitment to create a positive impact in their city or country.



Stage three: The programme

Legacy Programmes build the Cultural Intelligence and social capital that young people need to impact their city or country in the years to come. Over three days, up to 200 participants use the Common Purpose InnoVenture technique to tackle a challenge that their city or country faces. They go out into communities, investigate issues, collaborate, hold difficult conversations and work up ideas. They test, refine and either implement their ideas or present them to leaders in the city or country.

Programme Contributors

The programmes are intergenerational, giving participants the opportunity to work with around 50 established leaders from across the city or country, who act as specialists, group advisors, speakers and immersion hosts. The established leaders benefit from seeing the world through the eyes of the next generation.

Cultural Intelligence (CQ) - The ability to cross divides and thrive in multiple cultures. Common Purpose has developed a simple, effective and empowering CQ learning framework which allows leaders to unpack their own culture and confidently work with other cultures.

InnoVenture - This technique, developed by Common Purpose, sets participants a complex societal challenge which they must work together to address. The InnoVenture process ensures they hear new voices, consider the unlikely, and learn how to draw out new ideas from the diversity within a team.

Immersion - We take participants out into cities, to places and organizations they would never normally go, to see how leaders lead (and don't lead) in many different contexts. These immersions are carefully designed and structured to maximize access and insight as participants are challenged in unfamiliar situations.

Café Conversations - A series of short, small group discussions with a diverse range of leaders who are specialists in their fields. Participants lead the conversations, asking the questions they want the answers to. This way, they have the opportunity to gain a different perspective on how to address the challenge.

Common Purpose Signature Techniques

Over 30 years, we have developed a body of highly effective frameworks and techniques which give participants the necessary skills and insight to work through their challenge.

Specialists

- Keynote speakers – experienced leaders who are experts in their field delivering keynote addresses.
- Café conversation guests – leaders who are leading change in the city.
- Panellists – city decision makers from leading public, private and not-for-profit organizations.

Immersion Hosts - Leaders of a range of different organizations across the city who will host groups of participants for 90 minutes.

Group Advisors - Established leaders from a range of organizations and sectors. Each Group Advisor will work with a group of participants.

Stage four: Evaluation

Because we are eager to constantly improve our programmes, it is essential to capture as much feedback as we can from participants and stakeholders.

First Evaluation

Participants fill in a programme assessment after the programme, normally on the final day. This is designed to assess the reaction and satisfaction of participants regarding their programme and assess their learning and development. The feedback helps us to evaluate and improve the programme for future participants.

Second Evaluation

Six months on, we conduct a second evaluation. This assessment asks participants to review what they have done in the months following the programme – it focuses on implementation and behaviour change. We also track the progress of the practical actions and commitments, which participants made during the programme. This evaluation is presented to participants and stakeholders in a final report.

Stage five:

Alumni activities

Legacy Programmes aim to create a long-term impact on the city or country and for the alumni of the programme; creating a network of leaders who work together despite their differences to effect positive change in their communities.

Therefore, the programme itself is just the beginning of this long process. We encourage various alumni activities to keep up the momentum that the programme has begun.

Share Ideas

As part of our social media campaign, we share content developed during the programme including: short video pitches of each idea; interview clips with participants, partners, contributors and other established leaders.

Groups also present their ideas to their own colleges, organizations and communities as well as to the organizations of their Group Advisors.

Continue Learning

Alumni are enrolled in the Common Purpose Youth Online Leadership 2019 programme along with thousands of students from around the world, to continue their leadership and CQ learning.

Drive the next Legacy Programme

Alumni are invited to be a part of the Advisory Group as volunteers who support the programme development for the following year.

Networking on other Legacy Programmes

Alumni have access to a global online Legacy Programme, which links them with all of the alumni of Common Purpose's Legacy Programmes, taking place around the world.

They also have the opportunity to take part in Common Purpose's other face-to-face Legacy Programmes, for example in Singapore and Nigeria via our International Exchange Programme. These are fully funded by the donations of our sponsors.

Case study: Chicago200



In 2037, Chicago will be 200 years old. In April 2019, Chicago200 brought together 100 young, diverse leaders from across the Chicagoland area to address the question: “What will your legacy be?”

Chicago200 is Common Purpose’s first US Legacy Programme in partnership with The Chicago Community Trust. The programme was supported by City Colleges of Chicago, The John D. and Catherine T. MacArthur Foundation, University of Chicago, Northern Trust and Chicago Public Media.

The programme brought together an extremely diverse group of 18-24 year old Chicagoans, together with established leaders from across the city, for a powerful leadership experience. The programme drew on perspectives from different communities,

“Chicago200 has developed me as a leader by challenging me to have deeper conversations with people who don't look like me.”
Liliana Villa, Chicago200

“Chicago200 has helped me understand what kind of leader I am, and the way I should think as I move through my leadership journey. Being able to discuss with young people around the city, I was inspired by the goals, visions and work many people have planned.”
Oluwaseyi Adeleke, Chicago200

“It's given me a space to practice my listening skills. Especially when dealing with people who I might not want to hear initially.”

Assessment results from participants:

94% I am more able to lead or work within diverse teams of people

93% I am more able to talk to and understand people who are different to me

95% I will now actively seek out diverse opinions when trying to solve a problem

88% I am more aware of how I respond in different situations

95% I will actively seek out feedback from different people to help develop my self-awareness

79% I will keep in touch with at least 8 participants from different parts of the city

91% I will keep in touch with at least 1 of the contributors

73% I feel more able to work with different generations of leaders

94% I feel more connected to my city

100% I feel a responsibility to shape the future of Chicago

92% The network I built on Chicago200 will enable me to make a difference in Chicago

89% I will recommend Chicago200 to my friends

86% Chicago200 was good value for time



Nora Gratzer, Legacy Programmes Manager

T: +44 (0)207 608 8147

E: nora.gratzer@commonpurpose.org

Skype: cpct-norag