



# Bolton Council of Mosques

Leadership Development Programme

**Developing Leadership**

within the Bolton Community



Collaboratively working with:





# Working for the Common Good

The Bolton Council of Mosques is an umbrella organisation that represents the interests of Mosques of various denominations in Bolton, Greater Manchester. Its vision is to develop a successful, confident, and self-conscious Muslim community that makes a full and valuable contribution to the economic, spiritual and civic life of Bolton.

Its mission is to develop the framework for addressing issues affecting local Muslim people through effective partnership working and the promotion of unity and harmony, tolerance and respect amongst the residents of Bolton. We will strive to consult, contribute, help develop and where needed deliver excellent services which meet the needs of the Muslim communities residing in Bolton, by providing a gateway to service providers, enhancing access and participation and developing the Muslim community.



In order to do this, we work in partnership with other faith and public organisations in Bolton, and work towards the betterment of all of Bolton's communities.

Last year's Leadership Development Programme was an important initiative towards achieving this aim, and the first one of its kind in Bolton. Based on its success, BCOM is hoping to emulate it across the faith communities in Bolton.

The course is not merely for leadership in faith-based organisations, but useful in daily life, whether in the work place, in the home or amongst colleagues and friends



# Introduction

**Welcome to BCOM's 2nd Leadership Development Programme. Whether you are just beginning to get more actively involved in the Bolton community or have been contributing for years and are keen to develop capacity, you will find our leadership development programme stimulating, insightful and challenging.**

We are confident you will benefit significantly by taking part. You'll enjoy exceptional training and be able to share your experiences with some truly inspiring people. We very much hope that you decide to take this opportunity and apply to be a part of this programme.

**(Chairman - BCoM)**

The Bolton Interfaith Council is a strategic partner of the Bolton Council of Mosques and encourages participation in this initiative from all faith group leaders and potential leaders.

**Tony Mcneile  
Secretary - BIC**

***“As we look ahead into the next century, leaders will be those who empower others”***

Bill Gates

The Bolton Hindu Forum are looking forward to being part of this exciting programme and would encourage all interested in leading in the community to apply.

**Jay Patel - BHF**

We are delighted to be acknowledged as a partner to BCOM on the Leadership Development Programme.

**Philip Brooks - Bolton CCC**





## Context

**Bolton is the largest town in Europe and is culturally diverse – the 2001 Census indicates that 11% belong to an ethnic group other than white. The three main faith communities present in the town, are Christian, Hindu and Muslim, although there are also growing numbers of other faith groups.**

However, despite its rich heritage, Bolton remains the 28th most deprived borough in England, in terms of numbers of people who are income deprived according to the Indices of Deprivation 2000. This reflects itself in the lack of social mobility, the employment rate and health issues.

Strategies have to be developed to change this reality. One way is to develop leadership capacity within the Bolton community. Effective leaders have a strategic ability to know what needs doing, understand the people and organisational processes that will get things done and follow ethical and social justice principles to achieve their objectives.

Knowing oneself and others forms a critical part of this process as well as the ability to reach out and connect with relevant stakeholders.

Having good leadership and 'leader-full' organisations is critical to the success of the Bolton community and this programme is designed to help in the personal development of Bolton locals who are grounded in the community.



## Main Aim

This programme aims to develop the type of leaders that will enable the Bolton community to develop strategies to contribute fully for the common good of both the faith-based communities and mainstream societies.

The primary aim of this programme is to develop leadership capacity across public and third sector organisations and communities in Bolton.



# Philosophy

**The educational principles underpinning the programme use adult learning models and require participants to fully and actively engage in the process of learning.**

The programme will enable participants to explore assumptions, beliefs and attitudes about themselves, the organisations in which they work, the environments in which they operate and the wider British society – in order to enable them to ‘do differently’ where necessary and possible in their everyday lives.



## The Programme Will Develop:

- 1 Self-aware mature individuals with insight who can recognise and maximize personal impact.
- 1 Strategic thinkers who understand the use of power and politics, see opportunities, are creative and able to maximise possibilities.
- 1 Systems-orientated thinkers who appreciate the importance of relationships and connections and are able to form networks and work across boundaries.
- 1 Reflective practitioners who are able to learn from all situations and circumstances.
- 1 Courageous risk-takers who are strongly committed to a faith based ethical framework.
- 1 Participants to translate higher level vision and policies into locally sensitive change agenda.



# Key Learning Outcomes

- 1 To develop and enhance participants' core leadership capacity
- 1 To provide an environment for participants to explore their assumptions, ideas and deepen their values and ethical framework
- 1 To develop leadership skills to enable Bolton citizens to participate in wider society
- 1 To deepen participants' self-awareness, self development, reflective practice and emotional intelligence
- 1 To increase participants' political intelligence – their abilities to understand others, their operational environments and to work effectively with complex systems
- 1 To develop participants' understanding of the diversity and dynamics of the Bolton community
- 1 To increase participants' interpersonal, political and strategic skills



## Participant - Profile

*Participants will be selected by the following criteria:*

- 1 Have a track record of participating and serving within the community in Bolton, in a paid or unpaid capacity
- 1 Be aged 25 years and over (*male/female*)
- 1 Can give commitment of time, attendance and energy to benefit from the programme.
- 1 A minimum of 2 years of community development / leadership work (*paid or unpaid*)
- 1 Demonstrate that he/she is an action orientated risk taker
- 1 A potential strategic thinker who has creative ideas and wants to shape and influence policies and decision makers.
- 1 A reflective practitioner who wishes to learn from experience, group work, as well as formal teaching situations.
- 1 Be willing to commit to a long-term involvement with the group, as well as make a commitment to a small project within Bolton





# Programme Synopsis

The programme will consist of 4 weekend modules, including 4 weekend residentials over the period of April 2010 - July 2010. Participants will have to commit to each weekend during this period. Each weekend will be at a chosen venue, providing one overnight stay. All meals, accommodation and course material will be inclusive in the course fees.

## Programme dates are as follows:

Saturday 24th - Sunday 25th April 2010

Saturday 15th - Sunday 16th May 2010

Saturday 12th - Sunday 13th June 2010

Saturday 24th - Sunday 25th July 2010



The four modules are all residential starting at 9.30am every Saturday and finishing by 6.00pm every Sunday. You will need to commit and be available to attend all four overnight stays and timings specified throughout the course, and also attend any additional meetings or workshops outside the dates above, to take full benefit of the course. (this may be an additional meeting every 2 months)



# Course Fees



**Cost per participant for the whole programme will be: £1030.00** (Funding subject to availability and meeting set criteria)

Each participant (or their organisation) must contribute £265 towards this and follow the relevant funding procedure to get financial support which BCoM will help achieve. Alternatively you may pay the full costs.

The course will be delivered by trainers and professionals of high calibre with experience from various organisations across the UK. As Bolton Council Mosques is a charity we welcome any donations and sponsorship towards the overall cost of the programme.

## This will include:

- 4 overnight stays
- All Meals
- Guest speakers/trainers
- All Course material

## at 4 star plus venues:

- Lancaster House Hotel
- Barcelo Shrigley Hall Hotel Golf & Country Club
- Marriott Worsley Park Hotel & Country Club
- Formby Hall Golf Resort & Spa

For more information go to [www.thebcom.org](http://www.thebcom.org)



# Trainer Profiles

## Aamer Naeem

Aamer Naeem is a qualified adult trainer and facilitator. With cross sector experience he originally trained as a pharmacist and completed his MBA. He has worked and trained with clients such as Windsor Fellowship Trust, Brent and Derby Council and Greater Manchester Police Authority. He currently coordinates the Muslim Council of Britain's Leadership Programme and is a council member of the General Teaching Council for England

## Dr Akber Mohammedali

Dr Akber Mohammedali is a General Medical Practitioner and has been involved in training doctors, nurses and medical students for past 20 years. In addition, for past 10 years, has been training in the voluntary sector running and directing Leadership Development Programmes, Mentoring Programmes and Facilitation Skills for Leaders. He is an active coach and mentor. He is the former treasurer to the Muslim Council of Britain and is currently an advisor to the same. He has been involved in the NHS at local, regional and national levels and was formerly the chair of Professional Executive Committee (PEC) of Lewisham Primary Care Trust. He is also a trustee of London Citizens.

## New for 2010

### Introducing Olivier Mythodrama

Olivier Mythodrama is committed to helping develop the leaders of tomorrow, today. Olivier's mission is to develop authentic leaders capable of managing the unprecedented challenges of 21st century leadership.

'Our clients tell us we are highly effective - "beyond world class". They talk of our professionalism, energy, passion and unique experiential approach. We engage all your senses, not just your minds, and provide a new language of authenticity for leaders - motivating and inspiring ordinary people to practise and perfect extraordinary leadership.'

## Nick Ross

Nick Ross is a leadership and management trainer and personal development coach. Having worked as a trainer and coach for over 20 years, he has extensive experience of leading and developing groups and individuals in a variety of settings – across the public and private sectors - including prisons, social work and within communities in the UK and abroad.

A qualified training leader in Conflict Resolution and Emotional Intelligence, Nick is Director of Offender Learning at the social enterprise organisation, GoalsUK and is CEO at Maximum Effect UK Ltd. He is also head leadership and management trainer for the Manchester College. Having trained with Olivier Mythodrama for the past two years, Nick is a programme leader and tutor/coach working with a variety of Mythodrama clients. This work allows him to marry his longstanding interest in theatre and improvisation, with his passion for contributing to the development of tomorrow's leaders. Mythodrama clients include:

Daimler AG  
East Lancashire Hospital Trust  
Improvement Foundation

Rimi Baltic  
Macmillan Cancer Support  
Sensory Support Service



# Application Process

**The programme has an application process; where candidates will complete an application form and have to return this to BCOM by the deadline.**

**Only 20 places** are available on the Leadership Programme. Participants will be shortlisted through a selection process followed by a final interview to determine a place on the programme.

If you are interested in applying and experiencing this opportunity, please complete an application form, which can be obtained from the BCoM offices

## **Bolton Council of Mosques**

**1 Vicarage Street**

**Bolton**

**BL3 5LE**

**Tel: 01204 363680**

or downloaded from our website:

**[www.thebcom.org](http://www.thebcom.org)**

***“The final test of a leader is that he leaves behind in others the conviction and will to carry on”***

***Walter Lipman***

*(American writer and journalist 1889-1974)*

To find out more or to have an informal discussion, please contact Yaseer Ahmed:

**Yaseer Ahmed** on 01204 363680

or email: [manager@thebcom.org](mailto:manager@thebcom.org)

***Closing date for applications is 4.00pm on Friday 5th March 2010.***



### **BCoM offices**

1 Vicarage Street  
Bolton | BL3 5LE

### **Telephone**

01204 363680

### **Email**

[info@thebcom.org](mailto:info@thebcom.org)

For more information go to **[www.thebcom.org](http://www.thebcom.org)**



# Application Form Page 1

<b>Name:</b>	
<b>Address:</b>	
<b>Town:</b>	
<b>Postcode:</b>	
<b>Home Phone No:</b>	
<b>Work Phone No:</b>	
<b>Mobile:</b>	
<b>E-mail:</b>	
<b>Gender and Age:</b>	<b>Male:</b> <input type="checkbox"/> <b>Female:</b> <input type="checkbox"/> Please Tick <b>Age:</b>
<b>Educational Qualifications:</b> (Attach CV if you wish)	
<b>Current Occupation:</b>	
<b>Employment History:</b>	
<b>Role in Community Work:</b>	
<b>Community Work History:</b>	

(Please use additional paper to cover if required)



# Application Form Page 2

**Please answer the following briefly:**

1. Describe current and past leadership roles you have been in, both in your professional life and community work.

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2. Describe any personal development activity and training that you have undertaken in the last 5 years.

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3. Describe your understanding of leadership for you and in the community.

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# Application Form Page 3

4. Describe your aspirations for the future and how you think this programme will help your development and assist you to achieve your goals.

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5. Why do you want this opportunity to participate on this programme, what do you expect to achieve?

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6. How do you expect to commit to the programme?

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**Declaration:**

I understand that if selected on this programme, I am committed to attending all the sessions and residentials and strict adherence to punctuality throughout.

Signed ..... Date .....

*We wish you all the best with your application*