

## Background

Sustainability is the key challenge faced by charities, including those funded by the Gannochy Trust, something the pandemic has intensified. In response, we are re-running our action learning programme to help organisations achieve greater sustainability during 2022-23.

## What is the Sustainability action learning programme?

The Sustainability action learning programme is a six-month leadership and organisational development programme facilitated by Graeme Reekie, from The Lasting Difference consultancy. The programme will bring together up to 12 people from Gannochy Trust funded organisations for a series of six action learning sessions.

The [Lasting Difference® Toolkit](#) provides a straightforward framework to support participants to assess and take action on key aspects of sustainability in their organisations, including:

- Involvement
- Income generation
- Innovation
- Improvement
- Impact measurement



A new e-learning course on these five 'capabilities' of sustainable organisations will complement group sessions, allowing people to learn and plan at their own time and pace.

## What does the programme look like?

The programme will take place from August 2022 until January 2023. The core group will work together over six supportive sessions, exploring and working on key aspects of sustainability. Sessions will contain a blend of content from the Lasting Difference toolkit and peer support. They are likely to be in-person, with the option of online or blended delivery if required.

The following session dates are scheduled – if you are interested in applying to take part, please pencil these in your diary, as attendance at *all* sessions is important to get the most out of the programme! The expected timings are 10am-3pm.

Thursday 25<sup>th</sup> August  
Thursday 29<sup>th</sup> September  
Thursday 27<sup>th</sup> October

Thursday 17<sup>th</sup> November  
Thursday 26<sup>th</sup> January  
Thursday 23<sup>rd</sup> February

The programme will take an enabling, strengths-approach. Participants will identify their own goals, key areas of investigation and action for the programme, working towards these with peer support over the six programme sessions.

### Who is the programme for?

We are inviting applications for up to twelve people to join the programme. Applicants must be recipients of Gannochy Trust grants for activity within Perth and Kinross in the last three years. The places are limited to one per organisation.

The programme is aimed at people who are committed to exploring and developing sustainability in their organisation. We are keen to involve people who can directly influence change in their organisation and apply their programme learning. The full support of your organisation will therefore be key to implementing ideas and learning. Before applying, please discuss and agree your involvement in the programme with others in your organisation (e.g. line manager/Board).

### What do people say?

Here's what people from last year's programme said about taking part:

'Helped me to focus on the long-term planning not just the day-to-day running.'

'I initially wasn't sure that I could afford 3 hours a month for nine months away from the business, but it has been an invaluable experience and time well spent.'

'I have been able to accomplish all I had hoped to from attending...and more!'

'Invaluable. It can be lonely running an organisation and not always appropriate to share challenges with colleagues. So, to develop a peer group with similar interests and shared values is crucial.'

'It increased my confidence that my gut feeling of the next stage of our development was right.'

'This has been transformational for us.'

### Interested?

If you'd like to take part, please complete the short online application here:

<https://www.surveymonkey.co.uk/r/Gannochy2022>

The closing date is 5pm on Monday 20<sup>th</sup> June. We will let you know the outcome by early July.

We expect to receive more applications than we have spaces for, so the selection process will consider:

- What aspects of sustainability you would like to develop or change
- The impact you think the programme will have on your project or organisation
- How you would plan to implement any new learning or changes.

We look forward to hearing from you!

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**If you have any questions** about the programme, please contact:

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