First Year in Post

Stepping into a new CEO role is a defining moment in your leadership career. Whether this is your first CEO post or you are bringing your CEO experience into a new organisation, your first year sets strategic direction, shapes culture, and builds strong relationships with your board and stakeholders.

Our First Year in Post Programme is a premium, carefully curated package designed exclusively for CEOs in their first year. It is built to add tangible value where it matters most: clearer priorities, stronger decision making, reduced isolation, and access to trusted expertise at critical moments.

For £350, you receive:

- **A copy of ACEVO's The Chief Executive's First 100 Days**

  A practical framework to help you focus on what matters most, avoid common pitfalls, and build momentum early.

- **Four Strategic Partner masterclasses**

  Expert input from our four Collaborators (RBC Brewin Dolphin, Livingston James, Utility Aid, and Lindsays) on a range of topics specifically relevant to leaders in their first year in post. These include reserves, employment law, recruitment, and net zero.

  - **Sustainable Leadership: Energy, Efficiency, & Resilience** led by Utility Aid - Thursday 22 October, 10am – 11.30am online.
  - **Governance Confidence for New CEOs** led by Lindsays - Thursday 12 November, 10am – 11.30am online.
  - **Building Financial Resilience from Day One** led by RBC Brewin Dolphin - April 2026 session completed – April 2027 session date tbc
  - **Leading with Purpose and Recruiting for Impact led by** Livingston James - June 2026 session completed - June 2027 session date tbc

- **A dedicated one to one session with the CEO of Charity Leadership Scotland**

  Focused, senior level reflection time to explore your specific challenges and ambitions.

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- **Four virtual peer check ins**

  A confidential forum with fellow CEOs in transition, providing space to test thinking, sense check decisions, and gain perspective from those facing similar pressures.

  - Tuesday 19 January, 2027 2pm – 3.30pm
  - More 2027 dates coming soon

- **Fifty percent off any two Charity Leadership Scotland events**

  Extending your network and development beyond the core programme.

- **Access to a private First Year in Post group**

  Ongoing connection and peer support between sessions.

First Year in Post is an investment in getting your first year right. With the right structure, insight, and network around you, you can move from simply settling in to leading with clarity, confidence, and impact.

To sign up or if you have any questions please email services@charityleadership.scot