

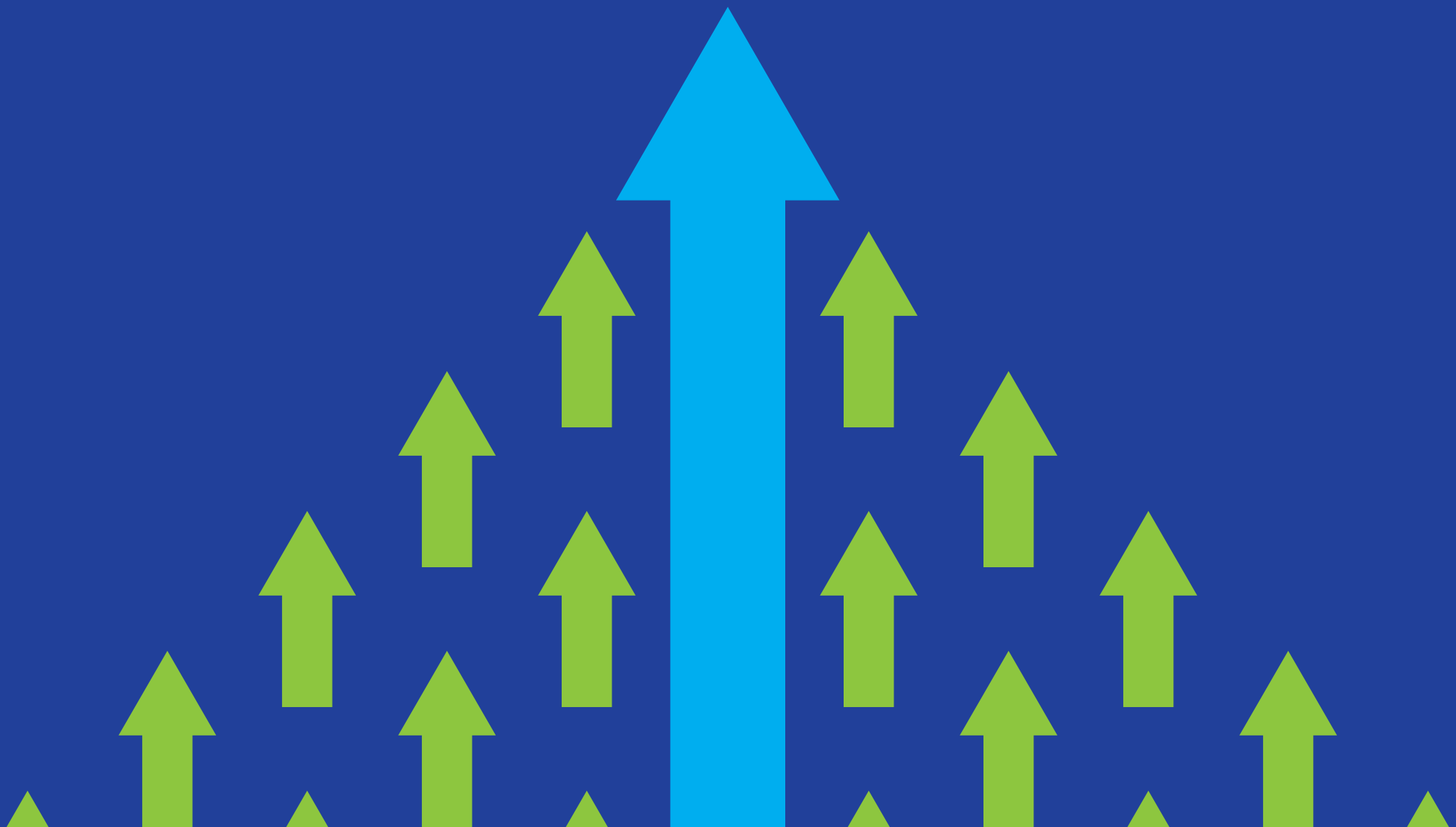


IMPACT REPORT 2021

CELEBRATING A YEAR OF POSITIVE LEADERSHIP CHANGE

PROVEN GROWTH – PROVEN IMPACT

JUNE 2020 TO MAY 2021



Celebrating YOU, Ireland! You are making LIFT happen!

Thank you, Ireland! Year 3, from June 2020 to May 2021, marks a time of evidence and proof of LIFT's impact. Our hopes are now confirmed: together, we have begun to build Ireland's leadership. You and 17,000 other Irish residents have joined with us to nurture positive leadership in our country. This is a landmark moment for all of us, and we celebrate the start of our collective impact in this Year 3 report.

Why are we making such effort to LIFT Ireland? Ireland is a country to be proud of. However, leaders in business, sports and community groups recognised there's something wrong on our Island. Every sector has experienced serious breaches in leadership and character over the last 20 years, including mismanagement, lack of accountability and unethical behaviour.

We agreed that Ireland was good but asked what we could do to make it even better? We joined together three years ago to reset the leadership compass of our country, and LIFT Ireland was born.

We have a model that allows us to roll out affordable, viral, peer-to-peer learning to make positive leadership change in Ireland one person at a time. That in turn lifts the leadership in our homes, in our organisations, and in our society.

Who are Ireland's leaders? Every single one of us. We all have influence upon other people. So LIFT is for everyone. It is for Ireland, by Ireland. And that means YOU!

We're just getting started!

Looking back: In years 1 and 2 we established the foundation of our LIFT mission.

We're forever grateful to those who joined our efforts from the very start.

Looking at us now: Year 3 was a year of exponential growth and proven LIFT impact.

Read the following Year 3 report and celebrate the LIFT you are generating in Ireland.

Looking ahead: Years 4 through 6 will be LIFT's Great Escalation: we'll make a giant leap upward in Ireland's leadership. We aim to escalate every part of what makes LIFT work:

- Escalate the positive change and leadership growth in Ireland*
- Escalate our tribe and its engagement with LIFT*
- Escalate our funding and advance our vision*

-We're counting on your active support and involvement every step of the way.

Celebrating you and your LIFT impact –

*Joanne Hession, CEO
LIFT Ireland*



Celebrating the LIFT Mission and Vision

LIFT stands for Leading Ireland's Future Together. It is a national initiative that is raising the standard of leadership across the whole of Ireland, one person at a time.

There are 8 core LIFT Leadership Themes (as chosen by the Irish people through independent survey): Robust research globally has shown that these characteristics are key to leading ourselves and others.



Listening



Positive Attitude



Respect



Accountability



Empathy & Understanding



Competence



Determination



Honesty & Integrity

LIFT is simple yet profound
LIFT is for everyone
LIFT is a powerful agent of change
LIFT is efficient and timely
LIFT builds trust, engagement and connectivity
LIFT embeds good values and strengthens cultures
LIFT is proven reflective practice
LIFT facilitates co-operative learning
LIFT involves meaningful Global Citizenship education

LIFT's goal is that by 2028, 10% of the Irish population will have strengthened their leadership capabilities through LIFT.



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Celebrating LIFT Partners that are LIFTing Ireland's Leadership

CELEBRATE PARTNERS



Celebrating LIFT Partner Schools that are LIFTing Ireland's Leadership with Staff and Students

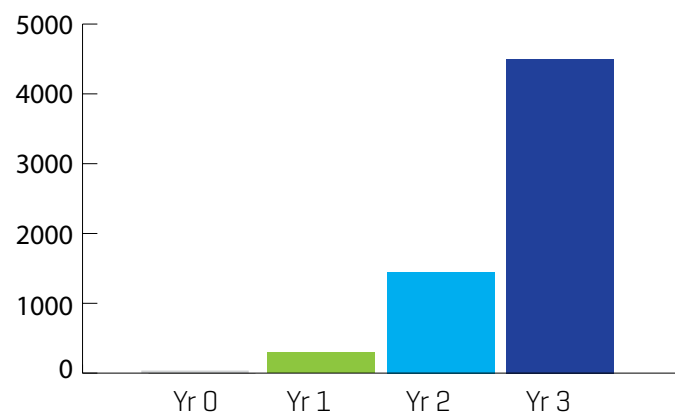
Adamstown CC	Creagh College	Our Lady of Mercy, Drimnagh	St Pats Classical School
Alexandra College	Cross and Passion College	Our Lady of Mercy Secondary School, Waterford	St Paul's Community College, Waterford
Ardee Community School	CTI Clonmel	Pipers Hill College	St Vincent's Secondary School Cork
Ardcoil na Mara	Davis College	Pobalscoil Ghaoth Dobhair	St. Benildus College
Ashbourne Community School	Deansrath Community College	Pobalscoil Inbhear Sceine	St. Brigid's College
assumption secondary school	Desmond College, Station Road	Portlaoise College	St. Clement's College
Athy College	Dominican College Sion Hill	Presentation Clonmel	St. Declan's College
Balbriggan Community College	Drogheda Grammar School	Presentation Secondary School, Kilkenny	St. Flannan's College
Balla Secondary School	Dungarvan CBS	Presentation Secondary School Listowel	St. Kevin's Community College
Ballinamore CS	Dunmore Community School	Rockbrook Park School	St. Kilian's German/Irish School
Ballinrobe Community School	Ennistymon Vocational School	Rosemont	St. Mary's Secondary School
Beaufort College	Eureka Secondary School	Royal School Cavan	St. Mary's High School
Bremore ETSS	Gaelcholáiste Luimnigh	Sacred Heart School, Drogheda	St. Mary's Holy Faith, Glasnevin
Bridgetown College	Griffeen Community College	Sacred Heart Secondary School	St. Mary's Secondary School
Caritas College	Hazelwood College	sacred heart secondary school, Clonakilty	St. Oliver's CC, Rathmullen Road, Drogheda, Co. Louth
Carndonagh Community School	Holy Child Community School	Scoil Chiarain CBS	St. Paul's Secondary School
Carrigtwohill Community College	Holy Child Killiney	Scoil Chríost Rí	St. Peters College Dunboyne
Castleblaney College	Holy Family Community School	Scoil Dara	St. Tiernan's Community School
Castlepollard community college	Intermediate School Kilorgan	Scoil Mhuire	St.Finian's CC
Castlerea CS	Kennedy College	Scoil Mhuire ennistymon	St.Joseph's Secondary School
Castletroy College	Killina Presentation Secondary school	Scoil Mhuire, Tipp	Tallaght Community School
Cbs ennistymon	Kishoge Community College	St aidans cbs	Templemichael College
CBS High School Clonmel	LCETB Limerick	St Angela's College	The King's Hospital
CBS Synge Street Secondary School	Le Cheile Secondary School	St Anne's Community College	The Patrician Academy
CBS Thurles	Liberties College	St Anne's secondary school	The Patrician Secondary School
Clonturk Community College	Loreto Abbey Secondary School	St Brendan's college	The Royal & Prior Comprehensive School
Coláiste Bráde	Loreto Balbriggan	St Colmcille's Community School	The Teresian School
Colaíate Nano Nagle	Loreto College, St. Stephen's Green	St Conleth's community college	Thurles Presentation Secondary School
Colaiste Abbain	Loreto Secondary School Clonmel	St Gerald's College	Tipperary ETB
Coláiste Bhaile Chláir - Claregalway College	Lusk Community College	St Joseph's College	Woodbrook College
Colaiste chraobh Abhann	Mercy Inchicore	St joseph's community college kilkee	Bishopstown Community School
Colaiste Chríost Rí	Mohill Community College	St Joseph's Secondary School Rush	St. Brigid's College, Callan, Kilkenny
Coláiste Chú Chulainn	Mount Anville	St Kevin's College	St. Colmans Community College
Colaiste Dun an Rí	Mount Sackville Secondary School	St Mary's College	Ballinteer Community School
Colaiste Eoin	Mt. St. Michael, Rosscarbery	St Mary's High School	Athy College,
Colaiste Eoin	Mungret Community College	St Mary's Nenagh	Colaiste Iognaid
Colaiste Ide agus Iosef,	Naas Community College	St Mary's Secondary school Edenderry	Leixlip Community School
Colaiste Mhichíl	New Cross College	St Patrick's Classical School	Our Lady of Mercy Secondary School, Ozanam Street
Colaiste Mhuire	Newbridge College		Douglas Community School
Colaiste na hinse	Newtown School		
Colaiste Pobail Setanta	North Wicklow Educate Together Secondary School		
Colasite Mhuire Co-Ed [CMCO] Thurles	Ó Carolan College		
Confey College			

Celebrating Exponential Growth May 2020–June 2021

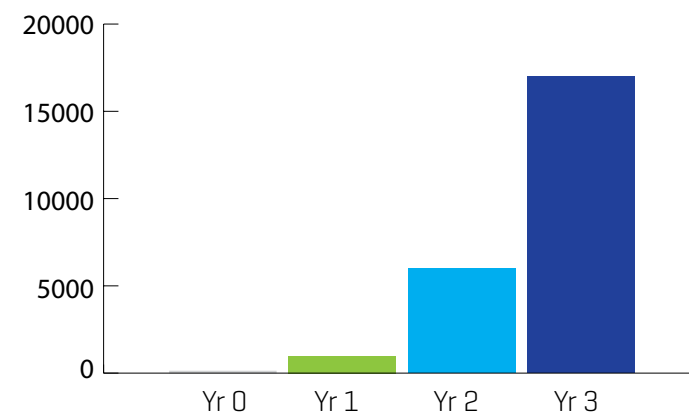
- **Celebrating Exponential Growth May 2020–June 2021 Year 3 Summary.** The number of trained LIFT Leadership Roundtable facilitators grew by 310% [from 1,450 to 4,500]; individuals taking part in LIFT Leadership Roundtables increased by 180% [from 6,000 to over 17,000].
- **LIFT Schools' Growth:** Our schools' initiative has grown from 28 partner schools in year 2 to 156 in year 3, with a potential impact of reaching 15,000+ students annually from September 2021 onwards.
- **LIFT NUI Galway Partnership:** Approximately 1,000 students from NUI Galway experienced LIFT Leadership Roundtables as part of the first LIFT third-level partnership, with additional pilot programmes now running in 3 other universities.
- **LIFT Corporate Partners Growth:** A major increase in the number of corporate LIFT partners nationally, from companies like Permanent TSB and Cantec.
- **LIFT Public Sector Growth:** In partnership with Dun Laoghaire Rathdown County Council, Sandyford Business District has also now become the first business district in the country to partner with LIFT to bring LIFT to its many multinational and indigenous member companies.
- **LIFT Community Partner Growth:** Under LIFT's Robin Hood Funding Model, a large number of new community and charity organisations, such as LauraLynn and Merchants Quay Ireland benefited, enabling their people and stakeholders build positive leadership capabilities.

LIFT's year 3 growth in graphics:

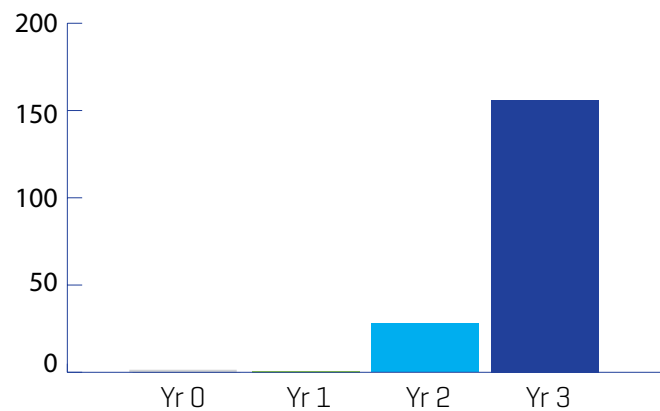
LIFT LEADERSHIP ROUNDTABLE FACILITATORS



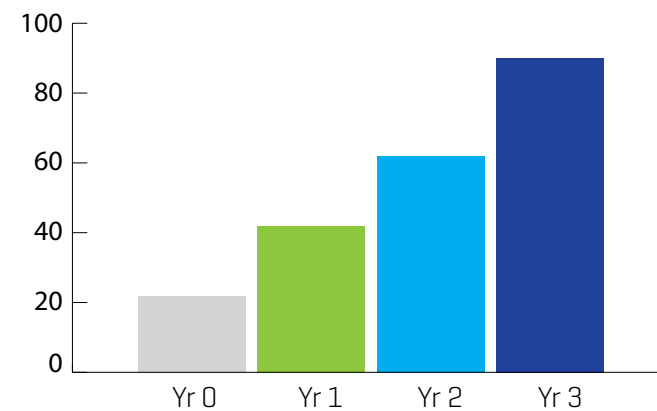
LIFT ROUNDTABLE PARTICIPANTS



LIFT 2ND & 3RD LEVEL EDUCATION PARTNERS



LIFT CORPORATE AND COMMUNITY PARTNERS



CELEBRATE GROWTH

<p>80+ Partner Organisations</p>	<p>4,500 LIFT Roundtable Facilitators</p>	<p>160 2nd & 3rd Level Education Partners</p>	<p>17,000+ LIFT Roundtable Participants</p>
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Celebrating Diversity and Inclusion Through LIFT

LIFT is the most inclusive and universally-applicable process ever introduced in Ireland. The LIFT process that is now being implemented at executive level within some of Ireland's biggest corporate organisations is also being implemented by 16-year-olds within our schools; within County Councils and public sector organisations; within some of Ireland's best regarded sports organisations; and within Irish charities dealing with issues as diverse as addiction recovery, international development and cancer support.

In terms of age, LIFT has engaged with an increased number of secondary school students, with 156 schools partnering with LIFT for the upcoming school year, compared with 28 schools in year 2. In addition, new partnerships with NUI Galway, DCU Office of Student Life, UL Ladies Gaelic Football Association and UCD Sport have brought LIFT to a further new demographic of young people.

In relation to marginalised or disadvantaged communities, LIFT has continued to develop partnerships with other non-profits and charitable groups to enable them to bring LIFT to their communities. Major new non-profit partnerships have been entered into this year, and the next year will see a focus welcoming more groups and increasing LIFT's diversity further.

The diversity of those involved with LIFT has increased significantly this year:



Everyone is welcome to LIFT. If you or an organisation you know would like to take part in LIFT please contact us and we will work with you to make it work for you and your organisation.

Celebrating the Evidence: LIFT IS Making Positive Leadership Change

Year 3 – A Year of proven impact

Leadership character matters. It affects how well we relate to others and how well we can achieve our potential. Leadership character creates lasting and meaningful success in life and allows us to share that success within our circles of influence*.

Over the last year, we have seen **proven evidence** of the impact LIFT is having on people over the long term. Based on our impact data, **there are certain things that we now know**.

- **Through LIFT, people see leadership differently.** By taking part in the LIFT Leadership Roundtables, almost all people improve their understanding of what is meant by good leadership.
- **LIFT helps individuals build their leadership capacity.** As a direct result of the LIFT Leadership Roundtables the vast majority of individuals experience immediate and meaningful positive change.
- **LIFT improves organisations, by enabling their people to improve.** When partners bring LIFT into their organisations they empower their people to experience real positive change in areas like improved listening and understanding; improved self-awareness; greater levels of respect and empathy; better decision-making; and improved collaboration and teamworking.

LIFT is laser-focused on effectively delivering its mission. Over the past 3 years we have been monitoring LIFT's impact, through anonymous feedback tools; the above are the results of thousands of adult and youth responses from LIFT Leadership Roundtables participants.

It's not just us saying this!

In 2020 we requested the Institute for Lifecourse and Society (ILAS) at NUI Galway to conduct an independent evaluation of LIFT's effectiveness and impact. A team from the ILAS research centre has spent much of 2021 talking with LIFT partners, participants and others to understand the

experiences of those many people who have chosen to become involved with LIFT. The themes that have so far emerged from the research have been incredibly positive. Participants described LIFT as being an opportunity for them to self-reflect, exercise self-care and develop their own leadership capacity one small step at a time. They have also witnessed the power of LIFT to promote values within an organisation, while also allowing individuals within those organisations to develop themselves.

The ILAS centre research is also seeing positive themes emerge around the unique and innovative way that LIFT allows participants to take ownership of their own development; forces change, promotes honesty and allows for self-expectations to be created; and is a continuous process, which allows participants to actively develop their skills every week.

All of the participants in the ILAS research said that LIFT had exceeded their expectations and that they would recommend the LIFT process to others. These respondents were from across all sectors of Irish society, encompassing company CEOs and HR directors, teachers, students, sportspeople and members of the public.

We are now also getting specific feedback which confirms that the impact of being engaged with LIFT is not just short-term (70% of respondents who had been engaged with LIFT for an extended period of time said that the impact of LIFT on them was long-term (with the remainder saying that they are currently unsure in that regard)). In partnership with NUI Galway's ILAS research centre, we are building upon this longer-term impact research to further validate the deep and lasting impact of LIFT on society.

*Leadership character matters. In research carried out by Fred Kiel, it was shown that in the world of business, leaders of high character consistently scored higher on characteristics such as vision, focus and accountability; they scored better on all areas of building workforce engagement; perhaps more importantly, they also led the best performing companies (as measured by average Return On Assets).

Full results of the NUI Galway ILAS Centre report evaluating LIFT's first three years will be available in the second half of 2021



Impacting Individuals
Impacting Organisations
Impacting Society

Celebrating LIFT's Real Impact on Individuals

LIFT was established to enable real positive change. The end goal for LIFT is to see real change in Irish society through a focus on positive leadership and character. But societies are made up of individuals, and to create societal change we need to see real change in individuals first - we know that LIFT works for individuals. Since the first leadership Roundtables started mid-2018, we have systematically measured the impact on individuals engaged with LIFT. That measurement has taken a number of forms:

Type of impact measurement tool	When is it used?
Survey-based self-reported impact on adults engaged with LIFT	Immediately upon completion of a cycle of LIFT Leadership Roundtables
Survey-based self-reported impact on adults engaged with LIFT	After at least 3 months from first involvement with LIFT
Qualitative interview-based impact on adults	After at least one year from first involvement with LIFT

Among all adult respondents who have gone through at least one full cycle of LIFT Roundtables, the immediate feedback received regarding their experience is resounding. **97% of respondents said that their understanding of what is required to lead well had grown; while even more importantly, 86% said that they had experienced real positive change as a result of the LIFT process.**



Real Change

97%

of adults improved their understanding of good leadership

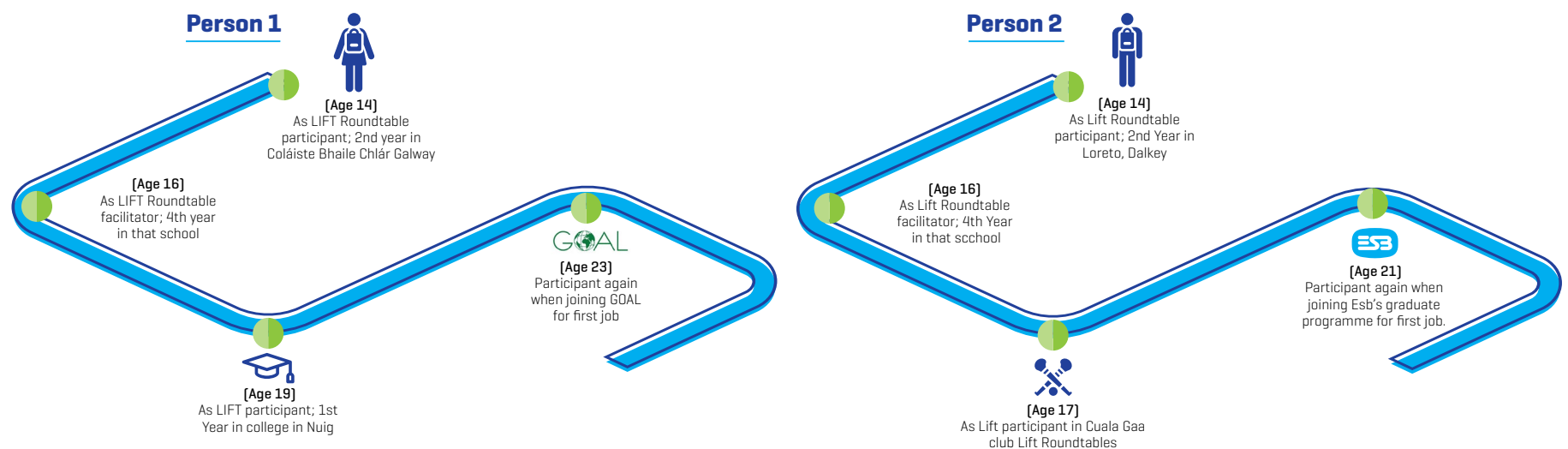
86%

of adults experienced real positive change

Celebrating the LIFT Life Journey

LIFT is a process not a programme. People make it a part of their lives. An individual's first encounter with LIFT could be at age 14 in first or second year in school, when one of their school's transition year students leads them in a LIFT Roundtable. Those 14-year olds will then themselves become 16 year old transition year students and learn to lead and facilitate LIFT Roundtables. They may then progress to third level education, perhaps with one of LIFT's partners like NUI Galway, where they again engage with the process each year. Subsequently, they might encounter LIFT again formally in their first employment, with one of LIFT's many corporate or community partner organisations. In addition, those individuals may themselves facilitate Roundtables with their family or friends or in their sports or community groups. LIFT becomes part of their lives as they continue to build and strengthen their leadership muscle.

Here is an example of how two people might encounter LIFT:



Celebrating the Impact of LIFT Self-Reflection

We have thousands of examples of the changes people have seen in themselves since becoming involved with LIFT.

We have analysed the changes people have identified. Here are the top 8 categories of change.



Celebrating the Positive Changes Reported by LIFT Participants



I have become a better person, I am more empathetic, improved my listening skills and have become more determined to succeed in everything I do.

I'm now taking more responsibility of my actions and owning up to my mistakes. I now try as much as possible to work towards excellence. Sincerely, I've been able to notice the areas of my life that I need to improve on.



Just to be more caring of people's feelings and understand their thought and point of views by being a good listener, being understanding and not judging.

I feel I am more aware of my behaviour and how I react to my friends and colleagues in different scenarios. I try to take a moment before I react and make decisions to ensure that I am aligned with the LIFT values.



LIFT has definitely exceeded my expectations, the weekly Roundtable is helping me keep check on the different leadership values in a way I didn't do prior to taking part. I am much more confident expressing my reflections now.



I am more conscious about the choices I make and how they match our values. Going to continue to improve.

I feel like I have grown as an individual in ways I could not without the programme.



Real Change
95.5%
 of those engaged with LIFT long-term saw their expectations met or exceeded.

Celebrating the Long-Term Impact on LIFT Participants

Immediate change like in the examples above is important, but LIFT is about enabling lasting change. In our third year, we are now looking at the longer-term impact that being involved with LIFT is having on people.

In early 2021 we asked 50 people who had been involved with LIFT over a period in excess of 3 months about any positive changes that they had experienced and that they attribute to LIFT. We also asked about the extent to which those people perceived those changes to be either lasting or merely temporary.

We firstly asked respondents why they had got involved with LIFT and what expectations they had. Responses varied from: *to build inner strength to help me manage myself and be better for those around me; to be a more conscious leader and to show others the values of leadership within themselves so they can see them, live them and teach others; to see how I can have a conversation about leadership that could bring about a small change in someone; and to increase in confidence and resilience.*

We then asked whether people felt that their expectations had been met. **95.5%** of respondents said that their hopes and expectations had been either met or exceeded. **People said things like:**

“ LIFT has beyond exceeded my expectations. I feel part of something that I know will create a better Ireland. I now know it starts with me and it is special to know others around me are going through the same process. **”**

The sessions are great. As a former teacher I have always been a reflective practitioner and these weekly sessions have helped me to get back to those important moments of self-reflection that are invaluable.

“ I am more aware of my actions and how I treat myself and other people I have become more confident as an individual. **”**

I thought I would only do the sessions once. I have now done them all multiple times. Each time I learn something new.

“ I didn't expect to delve so much into myself, and my experience, but I'm so glad that I have now. **”**

It has been a process, which seems deceptively simple, that has a very positive and energising impact for me that I look forward to each week.

Real Change
97.4%
of those engaged
with LIFT long-term
said LIFT had a
meaningful impact

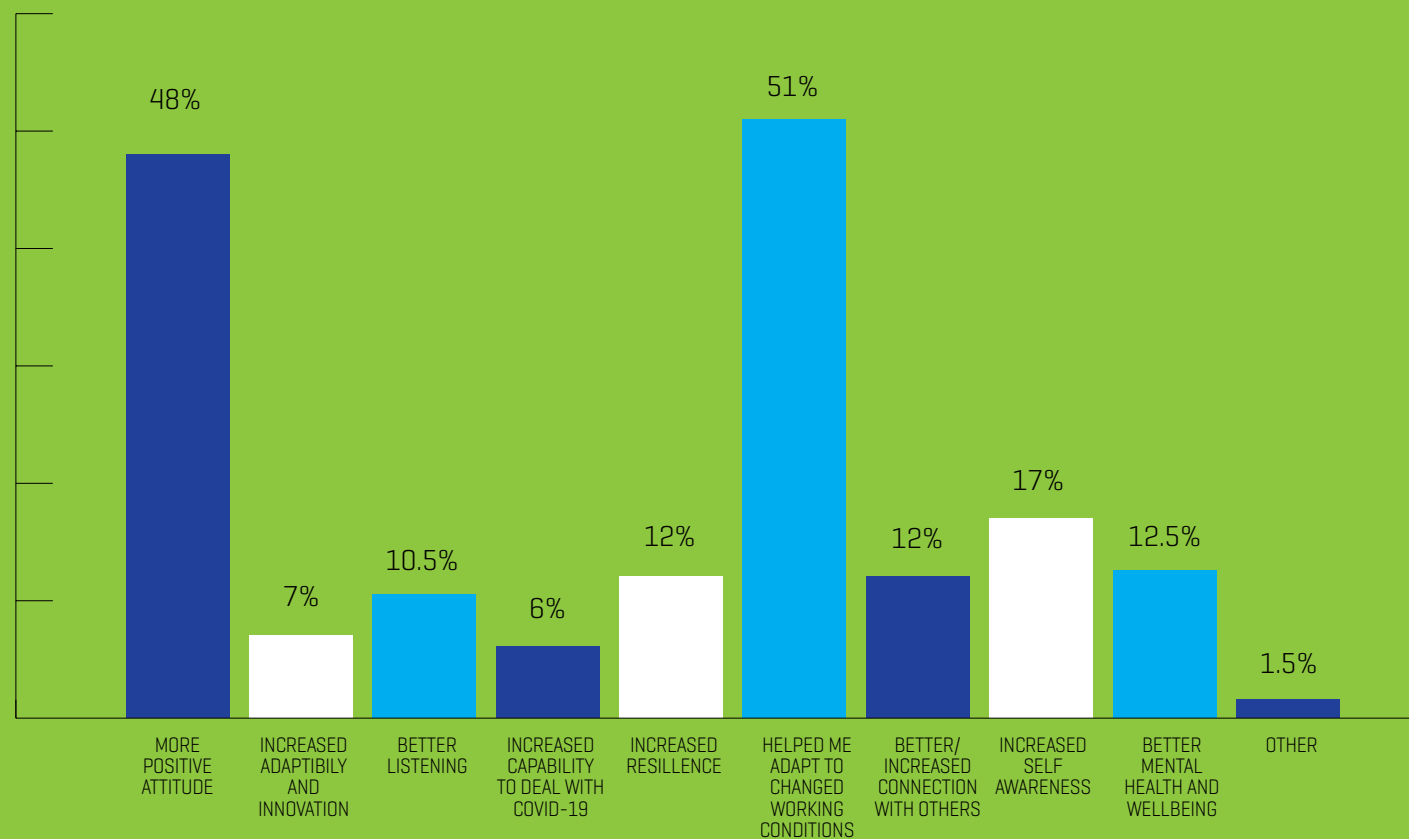
70%
said they already
knew that this impact
was a lasting one

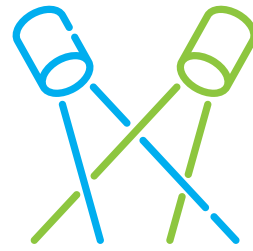
Celebrating LIFT's Positive Impact During COVID19

We asked respondents what kinds of real impact [if any] they had experienced because of their longer-term involvement with LIFT. **97.4%** of the respondents to this question said that LIFT had a meaningful impact on them and almost **70%** of respondents said that they believed this impact is long-term and not just temporary.

84% said that LIFT had helped either them or their organisation during the COVID 19 period (see the graphic below for examples of how LIFT has helped); **97%** of the respondents said that they would recommend LIFT to other individuals and organisations; and **84%** said that they themselves would definitely continue their involvement with LIFT (all but one remaining respondents said that they would 'quite possibly' continue their engagement with LIFT).

in what way has LIFT helped you during covid 19?





Spotlight on Individual LIFT Participants

Individual interviews were carried out with people who have been engaged with LIFT for a period of at least one year to get personal accounts of any real and lasting impact that LIFT has.



Karen Devine, founder and owner of Whitelight Consulting, has been personally engaged with LIFT since 2019. This is what she says regarding the real impact that LIFT has had on her.

Having been involved to LIFT for over a year, can you think of any real change it has meant for you? *LIFT has changed the way I approach life. Prior to this, my life was governed by an abundance of caution and fear that really held me back. LIFT taught me to live with a positive attitude, to harness determination and really move forward. Through LIFT, I become the leader that I was meant to be. It taught me to be courageous, to embrace change, and to live life to the full.*

Do you think your behaviour or decisions now are any different to prior your involvement in LIFT? *Both my personality and my behaviour are now unrecognisable from the person I was before LIFT. I live with confidence. I own the fact that I am a leader in my own sphere of influence and I take that responsibility very seriously. I love being a leader. Being a good leader starts with how I manage myself. I can only be a good leader of others if I manage myself well. LIFT has given me a toolkit to lead myself well.*

Has LIFT had more than a short-term impact on you? *Yes. There is no returning to life before LIFT. I now live a life that is truly my own. I see the potential in myself. I see the potential in others. Instead of being scared and anxious, I now work on myself and I support others to build their leadership muscle be their very best.*



Michael McKenna has been engaged with LIFT since he trained as a LIFT facilitator with his organisation at the start of 2020. Michael has facilitated numerous LIFT Roundtables since then, both within a work setting but also with a local scouting group. We asked Michael to describe his experience of LIFT, and the impact it has had on him.

Can you think of any real change LIFT has meant for you? *I have been facilitating LIFT Roundtables on a regular basis now for a little over a year and I find after every single session I discover a new opportunity to grow as a person. The last year has been tough with the lockdowns and restrictions, however LIFT has been a fantastic respite and for me personally an exercise in wellness. Overall, living LIFT provides me with an awareness of how I am interacting with others, in work and personal life, how I am behaving and my general attitude. This awareness helps me to adjust and improve on the LIFT themes which again helps me to grow as a person and build stronger more trusting relationships.*

Spotlight on Individual LIFT Participants



David Slattery of the Excape Studios (@excapestudios) and inter-county hurler and footballer for Kildare, has been involved with LIFT since early 2020.

Has LIFT given rise to any real change for you? *LIFT has provided me with a platform to experience real authentic people and allowed me to understand and learn from others. In business it is very easy to be constantly pushing forward without allowing time for reflection and slowing down. LIFT has given me an opportunity to really work on myself and provided me with the accountability I needed to stay true to my personal values and goals. There is a term we like to use at EXCAPE "Slow is smooth and smooth is fast".*

I have learned a lot from LIFT throughout the last 12-18 months. It has taught me that there is learning in any opportunity and showed me that growth is never linear, life is never linear, there is and always will be setbacks along the way but without hurt and failure comes no growth. I have learned a lot from the listening & respect values, as it has given me an alternative view in nearly every situation life can offer. My behaviour and decisions have been improved tenfold since taking part in LIFT.

I struggled previously balancing Work and Life. LIFT has provided me with the awareness I needed in real time, to allow me understand my feelings, process my thoughts, take action and which in real time would lead to better results. A quote I really love from Jim Gavin, "Between the stimulus and the response is a choice" This has stuck with me and LIFT has allowed me to use the values that I learn week to week, implement them into day-to-day life which has seen my relationships get stronger, my work, Life balance improved and my competence to stay accountable significantly improve.

Celebrating LIFT's Impact on Younger People

Ireland's young people are its future. They have the power to build our society

Year 3 saw an incredible expansion in LIFT's youth and education initiatives. At the end of year 2, 28 secondary schools had engaged with LIFT. One year later 156 including 24 DEIS disadvantaged schools had engaged with LIFT.

Schools' partnerships are rolled out with large numbers of Transition Year students trained as LIFT facilitators. They then run LIFT Leadership Roundtables with peers and subsequently act as facilitators for LIFT Leadership groups with 2nd year students. It is a model that can be implemented effectively either in-class or via remote learning without significant direct input from the teachers.

Anonymous feedback collected from the students has been overwhelmingly positive.

91% of secondary school student respondents (typically 15-16-year-olds) said that their understanding of what good leadership really is, had improved over the course of the LIFT process. One of the most striking findings was that **62%** of these teenagers said that being involved with LIFT would change their future thinking and behaviour.



Real Change

91%

of secondary school students improved their understanding of good leadership

62%

said LIFT would influence their future thinking and behaviour

The teachers who have been responsible for rolling LIFT out among their students have also noticed a change in their classrooms. Laura Lynch, a teacher in St. Patricks Classical School, Navan County Meath described the potential impact of LIFT, as follows: *Offering this type of support in adolescence has the potential to really enrich students' understanding of themselves and their peers, at a key stage in their development.*

Celebrating What LIFT's Young Supporters are Saying



I have changed a lot from the LIFT Roundtable. I mainly learnt how to lead a happier and more positive mindset and therefore lifestyle. The main thing that I have changed is my attitude. I have developed a positive attitude, which is necessary.

I think that LIFT has helped me to stop and think about how to deal with others and I will now listen to people better. I hope to approach things with an open mind and positive attitude in the future and be more confident in myself in different ways.



LIFT has made me a better person. After reading and thinking about the weekly topics, it has been on my mind, how I act and if I'm being the best version of myself. I have become a better listener and a more determined version of me. It's great!

We are grateful also for the support and encouragement provided by The Teaching Council; the national Association of principals and Deputy Principals; the Association of Community Comprehensive Schools; the Trinity Access Programme; and many of the country's ETB Further Education Training Officers and others involved in education in Ireland.



I have learnt to be honest, to be confident in myself and my abilities. I have learnt how to be an effective leader and the determination needed to better myself and the resolve to influence others.

The LIFT round table helped with my confidence and reading skills.



I have become more comfortable speaking to a group of people. I have learnt many ways to improve my leadership skills such how to respect other even if their opinions are different to mine (something I found difficult to do before LIFT)

I tried to be more positive and started coming to school more often.





Spotlight on Partner Schools Living LIFT



Grainne Shanahan, teacher and Transition Year Co-ordinator at St Mary's Secondary School, Dublin outlines how LIFT has made an impact on her school and her students:

Why I love LIFT and feel it is an effective programme for my TY students. *The students gain an insight into the key components of Leadership and what it really means to become a good leader in their own lives. The programme encourages the students to spend time reflecting on their everyday behaviour and motivates them to improve themselves in the various skills of leadership. The programme is very hands on for the students. The teacher facilitates the programme initially, but the students take over and essentially carry out the programme themselves. The students therefore are taking ownership of their own learning, which we are continually trying to promote in schools. By doing this, the students are engaged, motivated and the class has a bigger impact on them.*

As a teacher, the support and resources are excellent which makes it very easy to carry out the LIFT programme in the school. It's an enjoyable programme for the students to take part in and an enjoyable class to facilitate as a teacher.

Celebrating Positive Classroom Experiences with LIFT



LIFT has worked so well for us this year, we managed online round tables in lockdown & during online learning. ***Students really rose to the challenge of managing the meetings and going through the themes, they were really accountable.*** Training 2 classes of TY's in lockdown, I am delighted with the skills they have learned this year using this programme and I will be implementing LIFT next year again. **Michelle Culliton, teacher in Loreto Clonmel, Tipperary**

It was interesting for me to see how competent the students were at running the Roundtable. I had very little to do during this session as the students were used to the process and were happy to work on their own. ***A group that surprised me were a group that was made up of three boys and one girl. They were the group that shared the most about what resilience meant to them and were the most open.*** In another group that contained two students where English is not their first language, the other two of the group supported them with explanations and provided them whatever time they needed to get their point across. Ownership of the programme leads to better participation. **Kathleen Canniffe, teacher in St. Conleth's Community College in Newbridge, County Kildare**



LIFT affords our students time to reflect on their leadership values and help create a toolkit to become effective leaders in their lives and make an impact on their peers. We see LIFT as an essential part of our students Education in New Cross College. **Eimear Cullen, teacher in New Cross College, a DEIS-disadvantaged school in Finglas, Dublin 11.**

I was surprised at how well the students related to the Roundtables process. ***For some, English was not their first language. But they flew with it, helped each other out with great encouragement in the groups and no one was put under pressure.***
Grace Bill, the King's Hospital School



Celebrating LIFT's First University-Wide Partnership

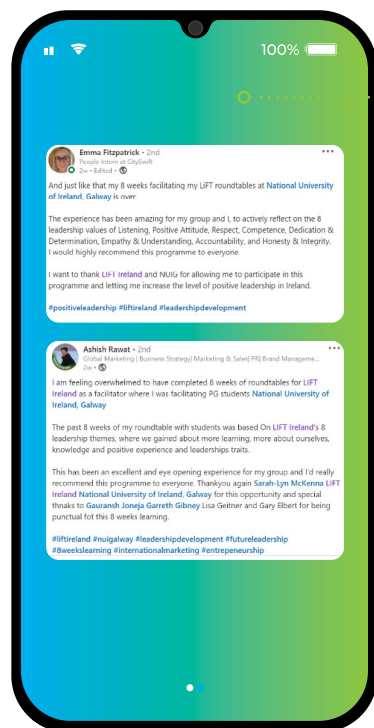
In January of year 3 LIFT and NUI Galway announced the first campus-wide LIFT partnership initiative, under which LIFT Leadership Roundtables would be made available to all NUI Galway students, as well as staff. Rollout has already commenced and as of April 2021 almost 1000 NUI Galway students had commenced or completed one cycle of LIFT Roundtables.



Michelle Millar, NUI Galway Dean of Students gives some of the background to LIFT's partnership with her University - 'The NUI Galway LIFT partnership was initiated at a very difficult time for university students. Many of the first-year students had spent little or no time on campus, with few opportunities to meet with fellow students. Some were living away from home for the first time. All were experiencing stresses and pressures. In addition to strengthening their personal leadership capability, LIFT built

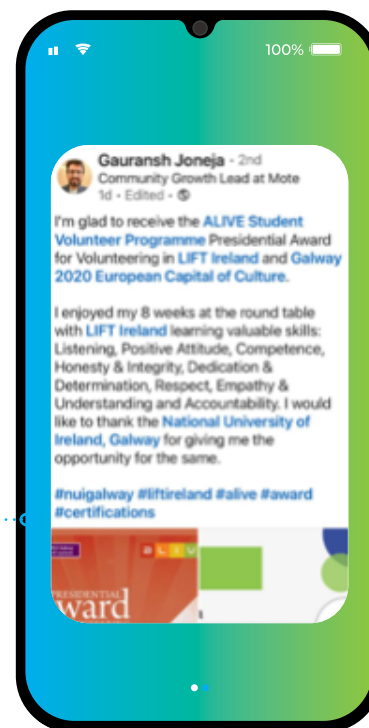


Professor Emer Mulligan, Head of the LIFT NUI Galway Steering Group, says *NUI Galway is proud to be partnered with LIFT Ireland, rolling out leadership Roundtables to both staff and students campus-wide. LIFT involves both staff and students from across the University in the same programme, which I believe is very powerful and I particularly like LIFT's focus on positive personal leadership. As a University, we believe in lifelong learning and working hard to be better every day and LIFT supports this development.*



Reactions from the first groups of students involved in LIFT have been overwhelmingly positive. Multiple students posted about their experience on LinkedIn and other social media, as in the following examples:

A number of the NUI Galway student LIFT facilitators have also been awarded Presidential Awards for Volunteering at least partly as a result of their LIFT activities:



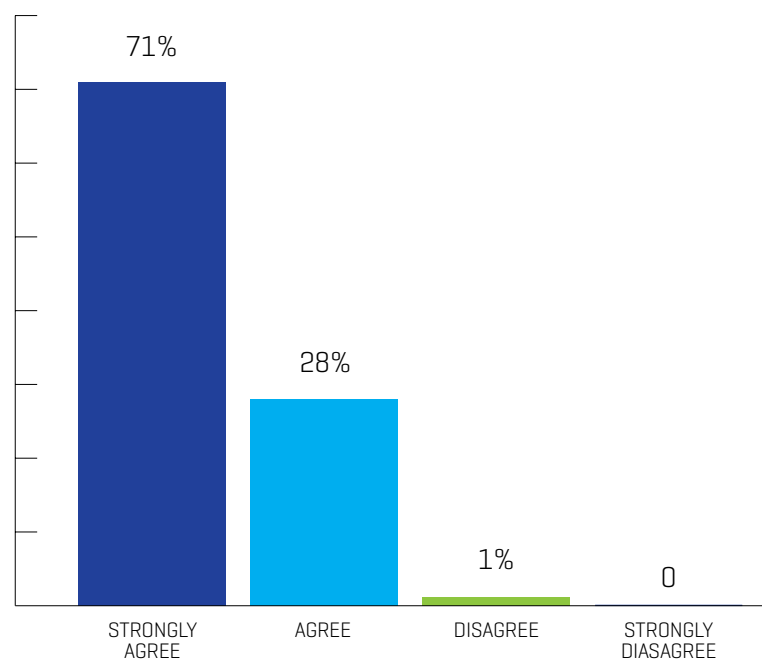


Orla O'Neill, BSc in Physics and Theoretical Physics student and Research intern at the Tyndall National Institute at NUI Galway, and one of the first NUIG students to experience LIFT, says *"I think it's been a great programme for building self-confidence. I've really grown as a leader because of the process and I feel that other students would definitely get that benefit too. It was very empowering."*

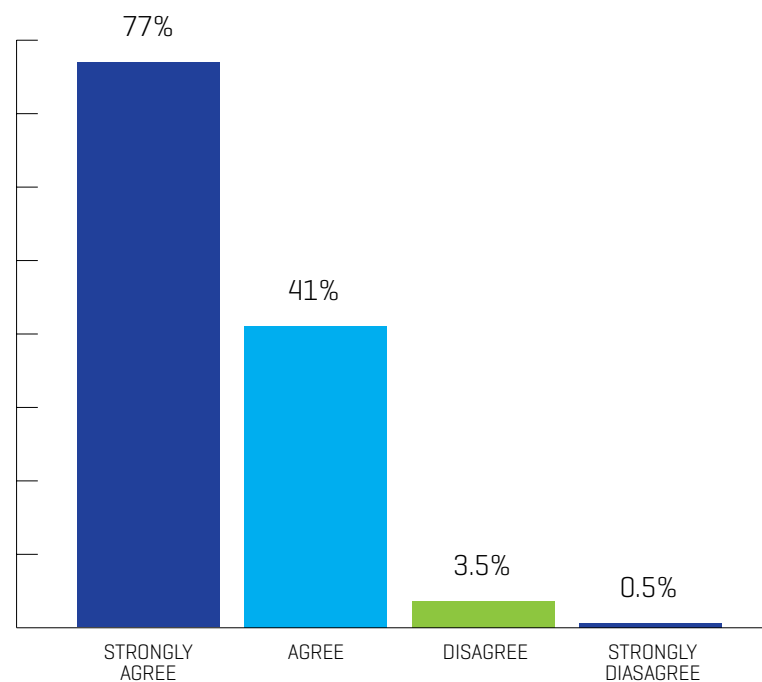
Feedback was provided by over 500 NUIG students who completed one cycle of LIFT Leadership Roundtables. What emerged from this research was that LIFT gave the participants a valuable opportunity to meet with their peers and share thoughts and reflections on the stresses that they were experiencing. From the feedback, 90.4% of students said that LIFT had enabled them to keep existing or make new connections with other students or staff. Moreover, **90.2% of responding students said that the introduction of LIFT into their NUIG experience had added a real-world relevance to their programme of study.**

99.6% of student respondents agreed that LIFT has helped them to reflect on leadership of themselves and others; and **97% said that their understanding of the meaning of 'good leadership' had changed over the course of the LIFT Roundtable process.**

LIFT has helped me to think about how I lead myself and others



My understanding of what good leadership means has changed over the course of this LIFT Roundtable



A very significant majority of respondents **(95%)** said that being involved with LIFT would make a real difference to how they might think or act in the future; with **91%** of respondents being able to point to real positive changes already that they believe came from the LIFT process.

Celebrating Real Positive Leadership Change with LIFT Students

I have noticed I am more confident in myself and I can understand what people are trying to say through active listening. I have become more true to myself and I have built strong connections with friendships through LIFT.

I have become more patient with people and tend to actively listen now as before I would always be thinking of what to say next or to immediately give my opinion. I have also become more honest and conscious to only make promises I can keep.

I have noticed I am more confident in myself and I can understand what people are trying to say through active listening. I have become more true to myself and I have built strong connections with friendships through LIFT.

By being more aware of leadership characteristics it has given me confidence to take more responsibility within group projects and lead them whereas before I didn't think I had the necessary skills.

I've started doing sports every day and volunteering in various projects.

I have achieved the ability to produce a more positive approach to assignments, and trying to look at the upside more rather than focus on the downs.

I am more confident and think before I speak much more which has helped better my relationships.

I've started to hold myself accountable for my own work and not blame others as well as just my own interactive skills with others in a difficult college year.

The accountability lesson was really important for me and I'm much more aware of how I contribute to group projects and own up to my errors.



I have been made much more aware of real-world issues. I also have become much more aware of how important attributes like honesty, respect and empathy are, how they enable us to connect with people much easier.

I'm getting through my college work more efficiently, I'm getting on better with friends and family, I also feel more comfortable around some of my classmates



The awareness that respect, understanding, empathy, honesty, integrity and competence are a choice that we make each day. Valuable insight was also gained in regard to viewing others' perspectives.

I have developed important leadership characteristics after the LIFT sessions, in particular I find that I am more aware of my actions and their impact on others. I have formed better relationships with others due to improving on the skills.



Particularly during the COVID pandemic period and the consequences that has had for delivery of education, LIFT has been of significant benefit in allowing students to make and maintain relationships and avoid isolation. As one student commented, *Being aware of how others are managing during this time has particularly helped me to feel less alone and it has added a new focus to my time, allowing me to be more productive and aware.*

The NUI Galway initiative has been followed in 2021 by the first LIFT initiatives in DCU, UCD and University of Limerick.



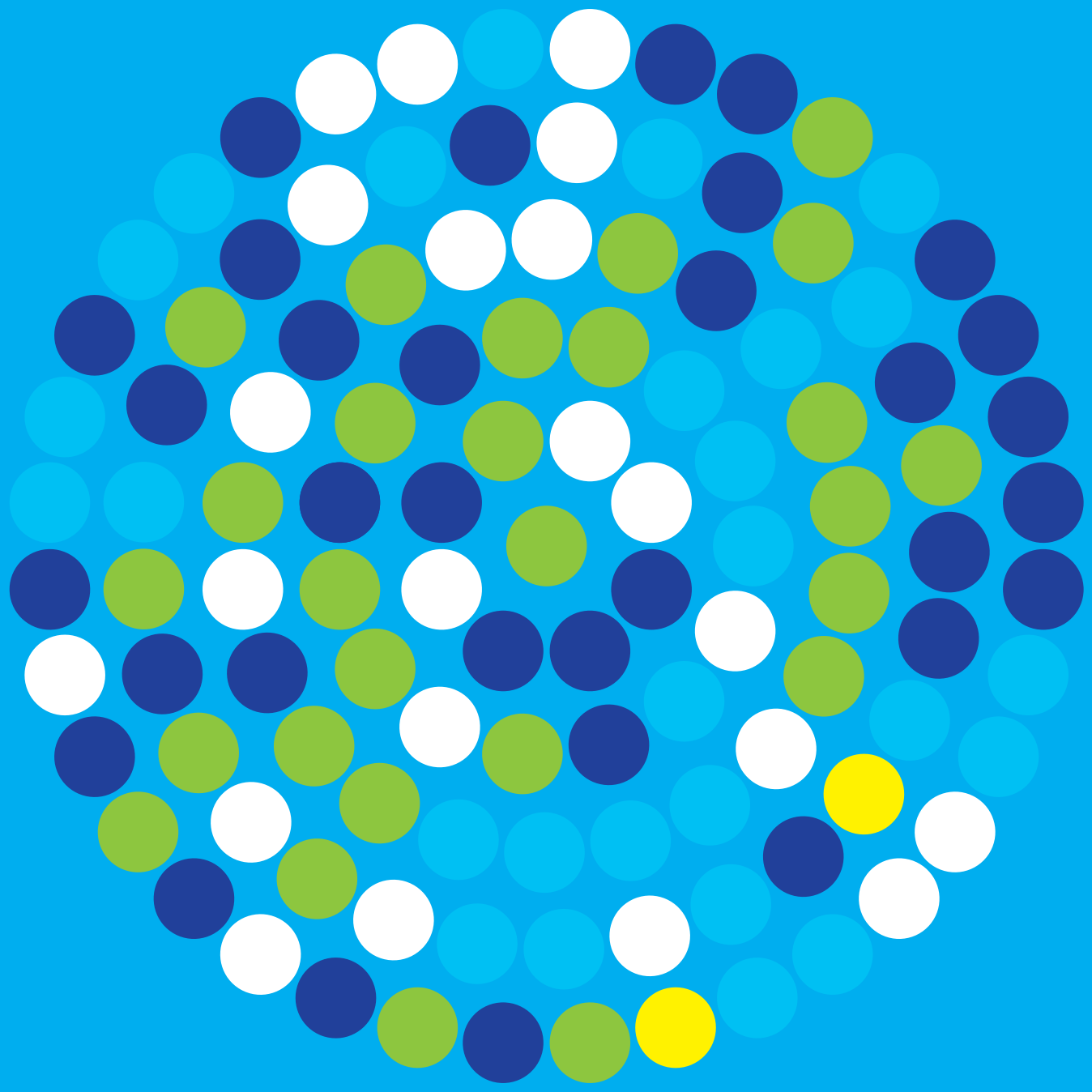
Real Change

95%

of NUI Galway students said LIFT would make a real difference to how they think and act in the future

91%

had already seen examples of real positive change



Celebrating Deep Culture Change in Organisations through LIFT

Engagement, inclusion, respect and integrity: the foundations of good business cultures

Culture and embedding values in behaviour is a major organisational desire. Many companies talk about being values-led, but how can an organisation turn that into how things are done? For those organisations that have adopted LIFT's process, the experience has been positive and impactful. LIFT is not a training programme – it is a process that creates a shared language and understanding and an opportunity to course-correct our behaviour. That is what culture is based upon.

Over the past year, LIFT has entered many new, diverse and exciting partnerships. These organisations have been LIVING, GROWING, BUILDING, or HOTHOUSING LIFT, with hundreds of individuals within those organisations trained as LIFT leadership facilitators and thousands participating in LIFT Leadership Roundtables.

Celebrating Why Organisations Choose to Partner with LIFT



Culture Change

For some, LIFT offers a really practical and effective way to build a leadership-based culture across all levels of the organisation, based on real values. Driving culture change is notoriously difficult, and cannot be achieved effectively unless stakeholders can reflect on and internalise desired changes. LIFT has proven to be hugely successful in enabling organisations to break down communications barriers, achieve real and meaningful employee engagement and focus on values-led leadership at all levels.



Driving Equity, Diversity, Inclusion & Belonging

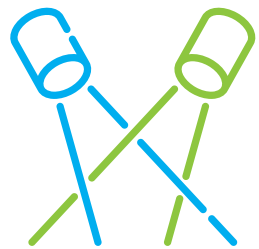
Diversity & Inclusion are key issues in modern workplaces and many organisations have chosen to partner with LIFT because it allows them to give voice to all their people, recognising and raising the value placed on the diversity that is already there within their workforce.

A key focus of an organisation's sustainability strategy should be the sustainability of its people. LIFT enables people to feel they are heard and they belong.



Embedding Values

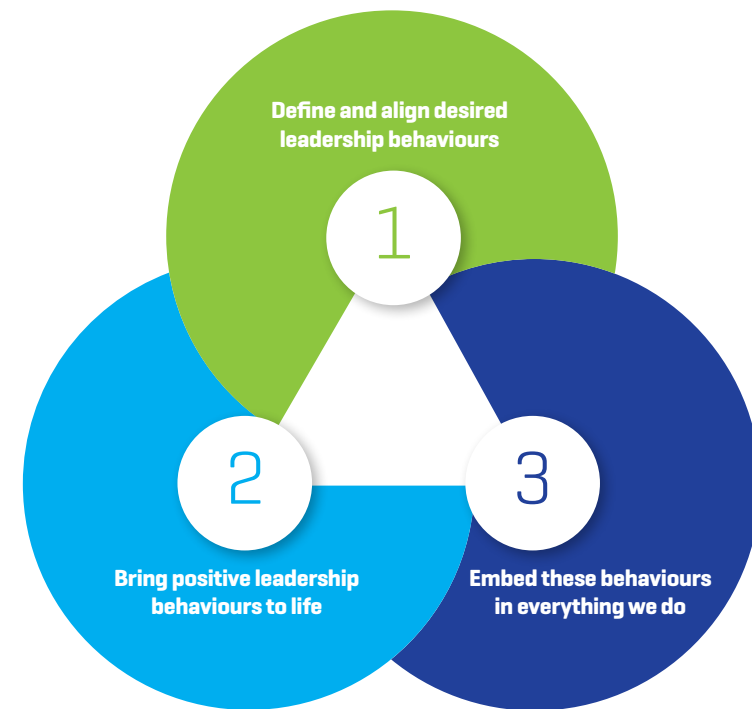
For some partners LIFT allows them to take their own corporate values 'down off the walls' and embed them. Many partner organisations to date have requested that LIFT create additional Roundtables based on their company values, to effectively communicate those values to their workforce.



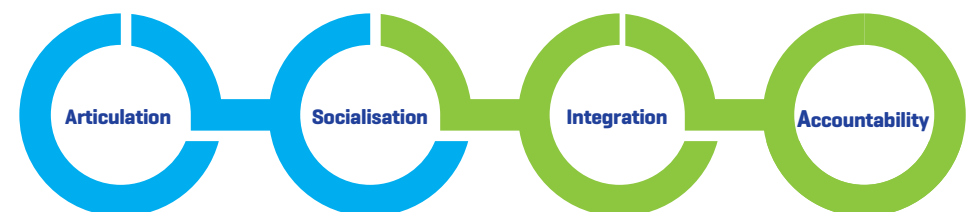
Spotlight on LIFT Partner – Permanent TSB

Permanent TSB became a LIFT partner in 2020. In late 2020, led by the PTSB Human Resources and Culture divisions, and as a part of the Bank’s Living As Leaders initiative, the first cohort of PTSB staff was trained as LIFT Leadership facilitators and commenced Roundtables with colleagues from across the country and from various departments within the Bank. Simultaneously, the Bank’s Executive team has engaged in LIFT Leadership Roundtables. All 2500 Permanent TSB colleagues will engage in the Living as Leaders LIFT process by end-2021. These have proven to be a huge success. Permanent TSB continually embeds positive leadership character values and behaviours across the organisation, including through induction and on-boarding, performance, development, recruitment, selection, and talent and succession planning processes.

WHY DID WE EMBED LIFT INTO OUR ORGANISATION?



WHAT WAS OUR IMPLEMENTATION PLAN FOR SUCCESS?



I am more aware of my actions & the potential impact that I have on the people I interact with



I am braver and will speak up more often



I hold myself more accountable to each of the values within PTSB



Ger Mitchell, Permanent TSB Chief Human Resource Officer & Corporate Development Director speaks about the importance of individual leadership and of PTSB's involvement with LIFT as follows: *"It's a privilege to lead people and leadership is really about positively influencing people whether that is at home, in our communities, with our peers, in our relationships and in our workplace. What matters more than anything else in leadership is the character – the integrity, accountability and dependability – of our people leaders.*

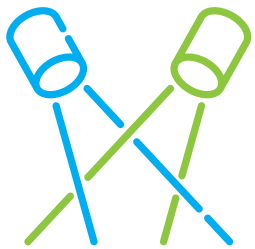
Leadership is all too often associated with titles, levels and positional power, however, in science power is defined as 'the release of energy'. As leaders, our responsibility is to help unleash the energy of our people. I think of leadership as being a river of influence that irrigates and brings vitality to its environment, in the same way leadership has the power to bring hydration and nourishment across our organisation. The opposite of the river metaphor is the reservoir where energy and power is held back...thereby limiting our ability to consistently bring nutrition across the organisation and, ultimately, stunting the growth of our people and our business. In such a disrupted world where our society has been heavily transformed, leadership and the role of leaders has never been so important to hold our people in an open, tolerant and respectful way so that they can learn how best to navigate the rapids of today and, as importantly, successfully chart a course to fully realize their potential".

The LIFT round tables have enabled colleagues within PTSB to really reflect on universal values of leadership but also on the values specifically of importance to PTSB. Colleague members who went through the process in the first cohort were extremely positive about their experience, with many opting to become facilitators for the rollout in cohort two. Comments from colleague members included *"It was brilliant. You were going into every day assessing your workload differently because you were thinking differently. I liked it because it was open to everyone in the Bank, it wasn't just for some."* Another participant said *"I built a lot of connections around the bank that I wouldn't have otherwise. It was a reminder of the importance of self-reflection and of how my behaviour impacts people around me."*



'Improving and evolving our culture for the better of our customers and colleagues is a key area of focus for the Bank. The LIFT initiative has played a key role in our Culture programme over the last year as it has given colleagues the opportunity for both personal and professional development. LIFT has created the time and space for us all to reflect on our own individual behaviour and how we can all contribute to increasing the standard of leadership in the Bank. The LIFT approach is thought provoking and straightforward, and will no doubt improve the culture and behaviours of any organisation.'

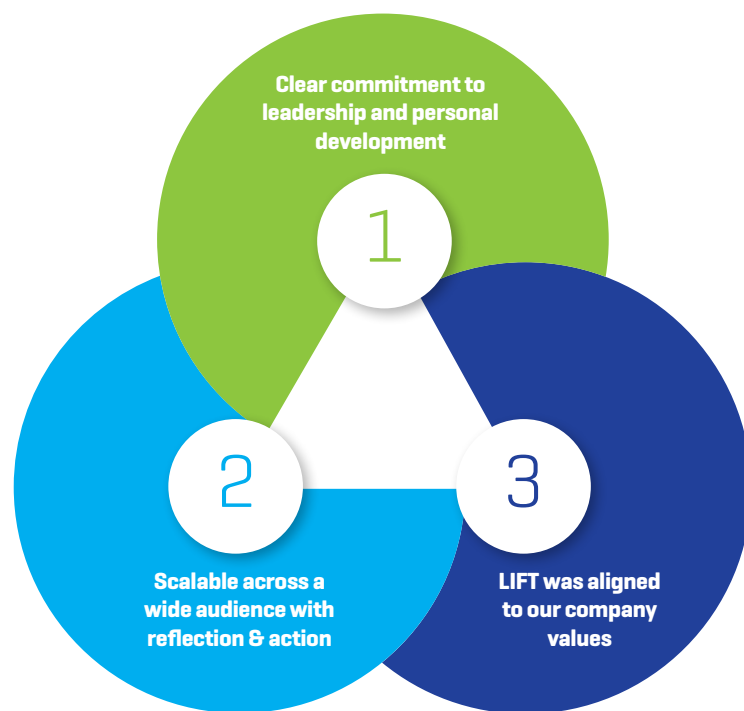
Eamonn Crowley,
Chief Executive Officer



COVALEN.
Performance Magic

Spotlight on our partner – Covalen

WHY DID WE EMBED LIFT INTO OUR ORGANISATION?



At the time of writing this report, COVALEN is on a journey of putting 1,200 employees through LIFT roundtables.

WHAT WAS OUR IMPLEMENTATION PLAN FOR SUCESS?



“ It brought me closer with my team and also have actionable goals to assess improvement

“ LIFT has allowed me to connect with so many people across the company

“ The best program I’ve done that helps with both professional & personal life

“ It’s really helped me become a better leader and with team building



Spotlight on LIFT Partner – Munster Rugby

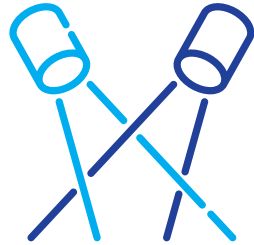


Munster Rugby became a partner of LIFT in 2019, the first major sports organisation to partner with LIFT. Munster is a club with a long tradition, a strong culture and clear values, and ensuring that all players and staff within Munster Rugby understand and live those values is at the heart of why they are such an important part of the community.

In 2019, **Claire Cooke**, Rose Hyde, Ultan O’Callaghan and Enda Lynch of Munster Rugby were trained as LIFT facilitators and between them, they commenced rolling out LIFT Roundtables with Munster’s backroom and administrative staff. In 2020, when COVID19 struck, and players, especially the younger Academy players, were limited in their ability to maintain contact and training time together, it was decided to start rolling out LIFT Roundtables online for the Academy players [typically aged 18 to 22].

In addition to the 8 core lift leadership themes, a number of additional themes were written to reflect Munster Rugby’s own values. By going through LIFT Roundtables, the young players were enabled to stay engaged with each other and with Munster Rugby while at the same time reflecting in a deep way on their own individual leadership behaviours, regardless of whether they were the youngest and least experienced player or in an official ‘leadership position’. The Roundtables also enabled them to deeply reflect on the values that Munster Rugby espouses: Respect, Ambition, Community, Excellence, and Passion.

Claire Cooke, Human Resource and Brand Compliance Manager with Munster Rugby, has been delighted with how positively LIFT has been received among the players and other staff in Munster. *The LIFT vision of creating better leaders and developing personal leadership qualities and abilities is being lived in our organisation today. For us in Munster Rugby, it has been a resounding success. The players particularly enjoyed the Ambition piece and it certainly got them thinking in terms of why they want to become professional rugby players and what they need to do to achieve that.*



Spotlight on LIFT Partner – Mobility Mojo



As technology transforms how we travel, **Mobility Mojo** is here to ensure that accessibility is part of the journey. Their mission is to be the most positive and effective agent of change in hotel accessibility, working hard to open the world to everyone. Their vision is to live in an accessible world built on positivity, openness and understanding. Founders Noelle Daly, Stephen Cluskey and the team talk about Mobility Mojo's partnership with LIFT and what it has meant for them.

LIFT is a natural fit for our company with simplicity and a focus on improving the world at the heart of it. We're here to open the world to everyone.

LIFT has been extremely beneficial to our team. LIFT helped us put things in perspective and allows all of us to grow and appreciate each other's qualities and strengths. We learned a lot about ourselves as individuals and about our teammates, I found it very positive, respectful and encouraging, the valuable lessons we all learned from doing Lift stays with us.

I appreciated the insight into my team members thinking and mindset.

My biggest personal takeaway from the Roundtables was a strong sense of connection with our team on a human level. LIFT asks us to think about how we behave towards one another, and to continue thinking about the various aspects throughout each week, this is something that once you've done it, it stays with you and it's a positive thing.

The most valuable part of the LIFT process was its simplicity.

The ability to do the training virtually was invaluable during the Covid-19 Pandemic. It allowed us to focus on connecting with our employees while adding a focus on continuing professional development which is a key element of our company culture.

We did our LIFT session virtually due to Covid-19 and it was an excellent way to reconnect and check in with our team members after such a difficult year. It was also a great opportunity to get to know each other on a deeper level and develop a greater understanding of our working styles and how we fit well together as a team.

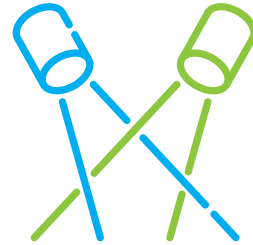


Grace McGee, Mental Health Training Support worker at **National Family Resource Centre**, Mental Health Promotion Project

As facilitator of LIFT, it allowed me the opportunity to develop and strengthen relationships with colleagues and the communities in which they work. Facilitating LIFT online during the pandemic provided participants with a sense of connection to others, including providing them with a space to share views on the various leadership themes. Feedback from one of the participants highlights the positive impact of her participation in LIFT: “great clarity about the type of worker I wish to be and has certainly benefitted me and thus my FRC” [Eithne Foley, Le Chéile FRC Mallow, 2021].

I firmly believe that LIFT can help create that sense of community, whilst providing staff with a safe space to explore self-awareness around leadership values.

Since my LIFT journey began, I immediately became more self-aware and as the weeks progressed it brought more clarity and focus to my daily life. In addition, my self-awareness around leadership values has heightened and has proven to have a positive impact not only on my professional life, but also on my personal life.



Spotlight on LIFT Partners

– National Family Resource Centre, Rethink Ireland

RETHINK IRELAND Our Social Innovation Fund

ReThink Ireland In March 2021 as part of their partnership with LIFT, LIFT facilitation training events took place specifically aimed at ReThink’s own community of non-profit organisations. 32 non-profits have now been trained to use the LIFT process in their organisations.

“This was excellent and has helped make leadership accessible to all. I think it is wonderful that leadership is being conceptualised in this practical way”. Rethink Awardee



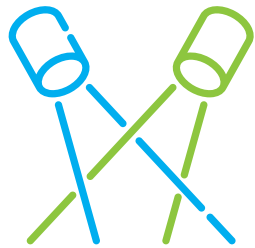
Spotlight on LIFT Partner – Care After Prison



Tony Kiely of **Care After Prison**. *After taking part in LIFT both as a participant and as a facilitator, I believe that LIFT will have a very positive impact both on our service and on our team. I feel that it would bring a mind shift to our team and make it more cohesive. The themes of the roundtable are everyday issues that all teams go through but with the roundtables these are looked at in a very productive way.*

Being involved in LIFT has been a fantastic revelation for me and has reduced my levels of stress in all honesty by 70%. It has allowed me to see that all the stress and doubt and fears are not just unique to me and that we all have these issues but been involved in LIFT has allowed me to take these issues into the open and more importantly to see that it is not just me, but we all have them and in the roundtables the fact you see this helps to reduce them.

After completing a roundtable, and began facilitating a roundtable, I found that my belief in myself has got stronger and that I am able to make decisions in a more structured way. It has always been difficult for me to make decisions as I felt I would never make the right ones or I was afraid as to how others would react to them, but themes like, Listening, Positive attitude, Determination, Competency etc have made me look at the decisions I am making and delivering on these decisions. My behaviour has become more relaxed and beneficial to my own mental health and I am actually enjoying my life and work more.



Spotlight on LIFT Partner – SalesSense


Michael McKenna of SalesSense outlines how LIFT impacts the culture of an organisation as follows: The Roundtable participants are from every level of the company from new starts to senior management. I have found that this mix helps to build a culture of equality and understanding and in turn better communication and work relationships. LIFT has become extremely valuable to SalesSense and has really helped to drive a culture of positive leadership across the business.

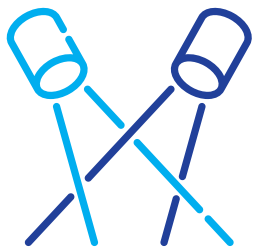
SalesSense places a strong emphasis on working within its local community. During 2021, they are inviting 30 leaders in their community onto SalesSense LIFT Leadership Roundtables, so that they, in turn, can then bring LIFT into their communities. Michael talks about his experience of running LIFT with Scouting groups in the local community.

As part of our corporate social responsibility incentives in SalesSense we continuously look towards our community to see what we can offer as a business that may be of value. Recently, I brought forward the idea of reaching out to some of the leading members of local non-profit organisations to introduce LIFT and offer them the opportunity to attend some Roundtable sessions. I have some personal connections with the local scout troops so I reached out to the leaders to see if they would be interested in participating in LIFT Roundtables. Thankfully they were very keen, and we quickly organised our first online Roundtable session, we are currently meeting once a week as we work through the 8 themes. The response from the group has been fantastic, they have informed me that they look forward to the meetings and that the LIFT themes are very much in-line with the scout's own principles and ethos as an organisation. As we conclude our sessions, I hope to see this group of leaders become facilitators and start to facilitate Roundtable sessions themselves with their fellow leaders and the general scout troop. The response so far from the group is really positive, however as they start to live LIFT and grow it within their own organisation I think then they will see the level of impact as the LIFT culture develops.

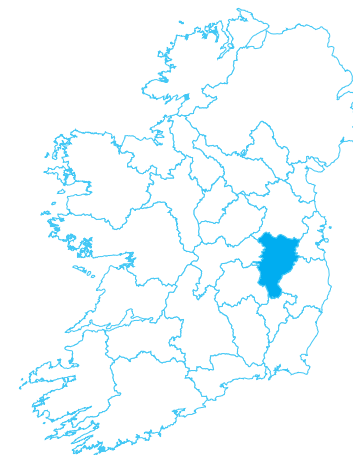
Celebrating LIFT's Ripple Effect

Our research and impact measurement has shown us that LIFT works and has an impact on individuals. That is what we know. Year 4 onward will show that by impacting individuals we can have a wider impact on society. This is the LIFT Ripple Effect.





Spotlight on LIFT's Communities - Leixlip, County Kildare



LIFT believes that change at the individual level is what will enable change at a societal level. We have already started to see examples of how this can work. Leixlip in County Kildare is a case in point.

Confey College in Leixlip was the first secondary school in Ireland to bring in LIFT to be a mechanism to help their students raise their own levels of personal leadership. In 2018, a group of Transition Year students from Confey College, as well as a small number of teachers and the School Principal, were trained as LIFT Leadership Roundtable facilitators. This group of students ran the first schools LIFT pilot programme, leading LIFT Roundtables with their peers and then subsequently with younger 2nd year students.

The initial pilot programme was a huge success and LIFT has now become an ongoing annual part of the school's programmes. The first set of TYs to have experienced LIFT are now leaving school, to go to College or work. In addition, the school has embraced the LIFT concept more broadly, and has been recognised as a Living LIFT organisation since 2018.

Arising out of its beginnings in Confey College, LIFT has started to spread into the local community. After seeing the impact of LIFT on their own children, a number of parents became trained facilitators. One parent then brought LIFT into the Clondalkin YouthReach Centre and another brought it to Inchicore College of Further Education where she works. The ripple effect from one school in Leixlip shows LIFT has reached staff and students in Clondalkin and Inchicore, as well as staff in Escape Gym and Studio, the staff of Beauty Buddy and more in the community.

Celebrating LIFT's Ripple Effect Across Borders

Ireland has always had an important reach beyond our island's shores. The history and tradition of people emigrating to other countries has made Ireland's diaspora a powerful global force. From its inception, LIFT has said that it aims to make a difference in Ireland and by Ireland. This has already begun. Over the last 12 months, Irish business networks in Scotland and in the Middle East have become involved with LIFT, rolling out LIFT Leadership Roundtables among their members.



In Scotland, **Causeway: the Ireland – Scotland Business Exchange** partnered with LIFT in Year 3 as a way of promoting and fostering stronger leadership values and standards for individuals and businesses across Ireland, Northern Ireland and Scotland. This has proven to be a significant success and plans to roll LIFT out to a greater extent are underway. In the Middle East, an informal network of Irish ex-pat business people who wanted to maintain a connection with Ireland, took part in LIFT's online leadership Roundtables during the covid pandemic. This led to a number of those individuals becoming trained as LIFT facilitators and then starting to offer LIFT leadership Roundtables to their peers in the Middle East.

It is an important part of LIFT's philosophy that our leadership Roundtables and the values that the Irish people have identified as being key to develop, should be made available to all Irish people wherever they are located, as well as to all people living on our island. While these examples may represent only a small spark, it is from such beginnings that great things emerge.





Celebrating Leadership Values with the LIFT Leadership Index 2021

LIFT is out front in driving a national debate on the kind of leadership that the Irish people want to see. Through our **Annual LIFT Leadership Index**; **Celebrating Good Leadership Awards**; **Better Leadership Forum** events; and **LIFT Partner Learning Events**, Ireland is defining for itself the leadership that it values.

The LIFT Leadership Index 2021

In order to build Ireland's leadership capacity, we need to know what to work on. This is what the annual LIFT Leadership Index is designed to address. The index is effectively an annual pulse point that shows the leadership issues that the Irish people are most focused on at that point in time.

The LIFT Leadership Index 2021 was published in January, based on the results of an independently-run survey carried out by Coyne Research. What it showed was that along with the 8 core LIFT themes that had been identified back in 2018, additional themes of Fairness and Teamwork were now appearing among the list of most valued leadership characteristics.'



Teamwork



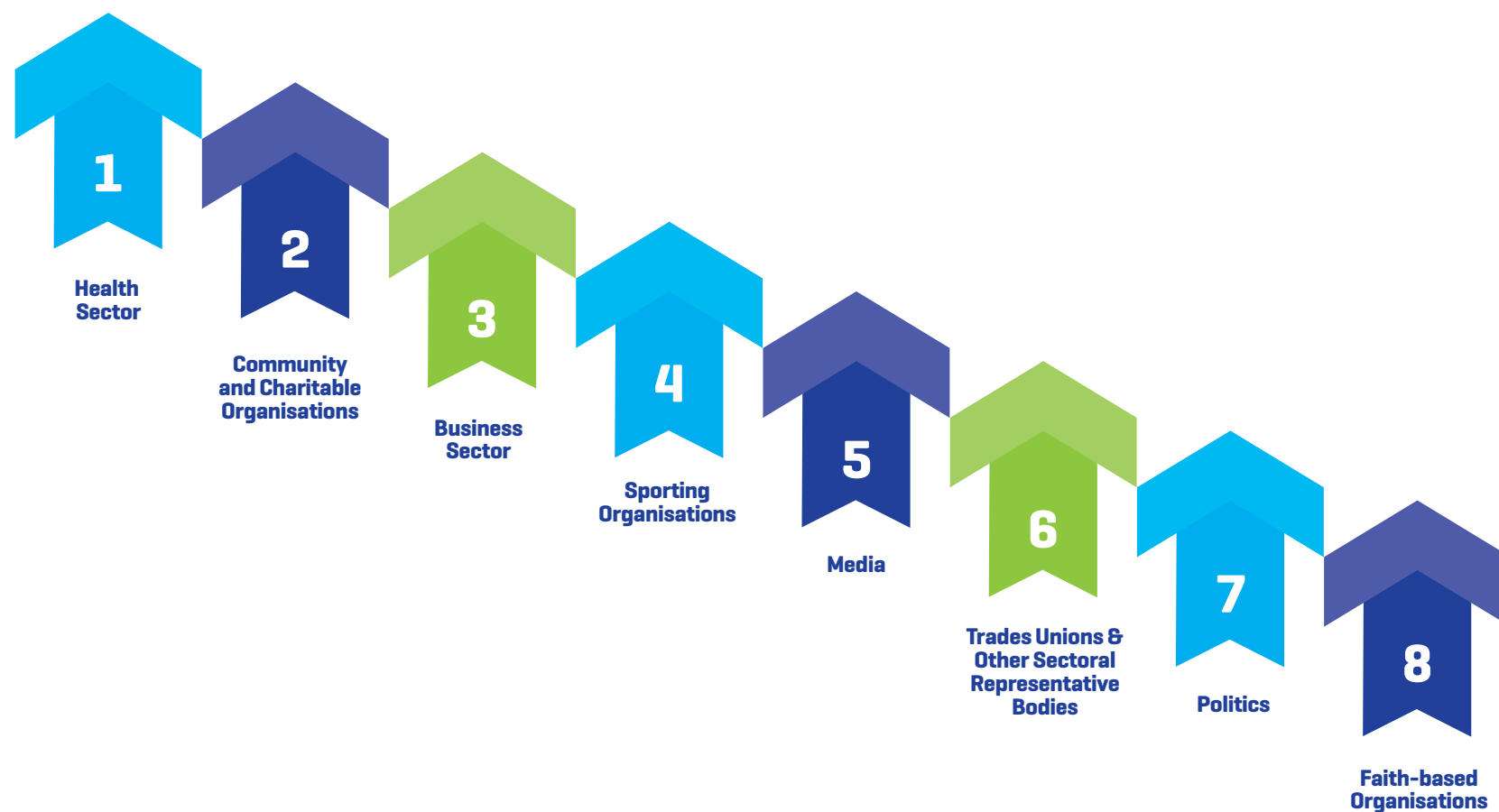
Fairness

We can only positively lead others if we know how to lead ourselves well first

Celebrating the Best Leadership in Irish Society with the LIFT Leadership Index 2021

The LIFT Leadership Index 2021 also looked at the areas of Irish society currently perceived as demonstrating the best leadership. Out of a list of eight societal areas, here is how the different sectors ranked:

Ranking of Sectors of Irish Society in Terms of Demonstration of Good Leadership



Celebrating LIFT in the Media

The LIFT Leadership Index 2021 was key in driving national conversation around positive leadership in Ireland. It emphasised that honesty, accountability, respect and empathy are at the heart of what Irish people expect from themselves and others in leadership.

Since the publication of the Index, LIFT Ireland has been asked to contribute numerous pieces to local and national media, to communicate the message that everyone is a leader and we can all become stronger. Here is a small selection of our year 3 media contributions



**We are all leaders; and we can
all become better leaders**

Celebrating Positive Leadership with LIFT Awards

Leadership is not about title or position. At different times and in different contexts we are all leaders and we are all followers. Whenever someone is influenced by something you do or say or by how you react or respond to situations then you are leading them, whether you know it or not. And equally, whenever you are influenced by another person, they are leading you.

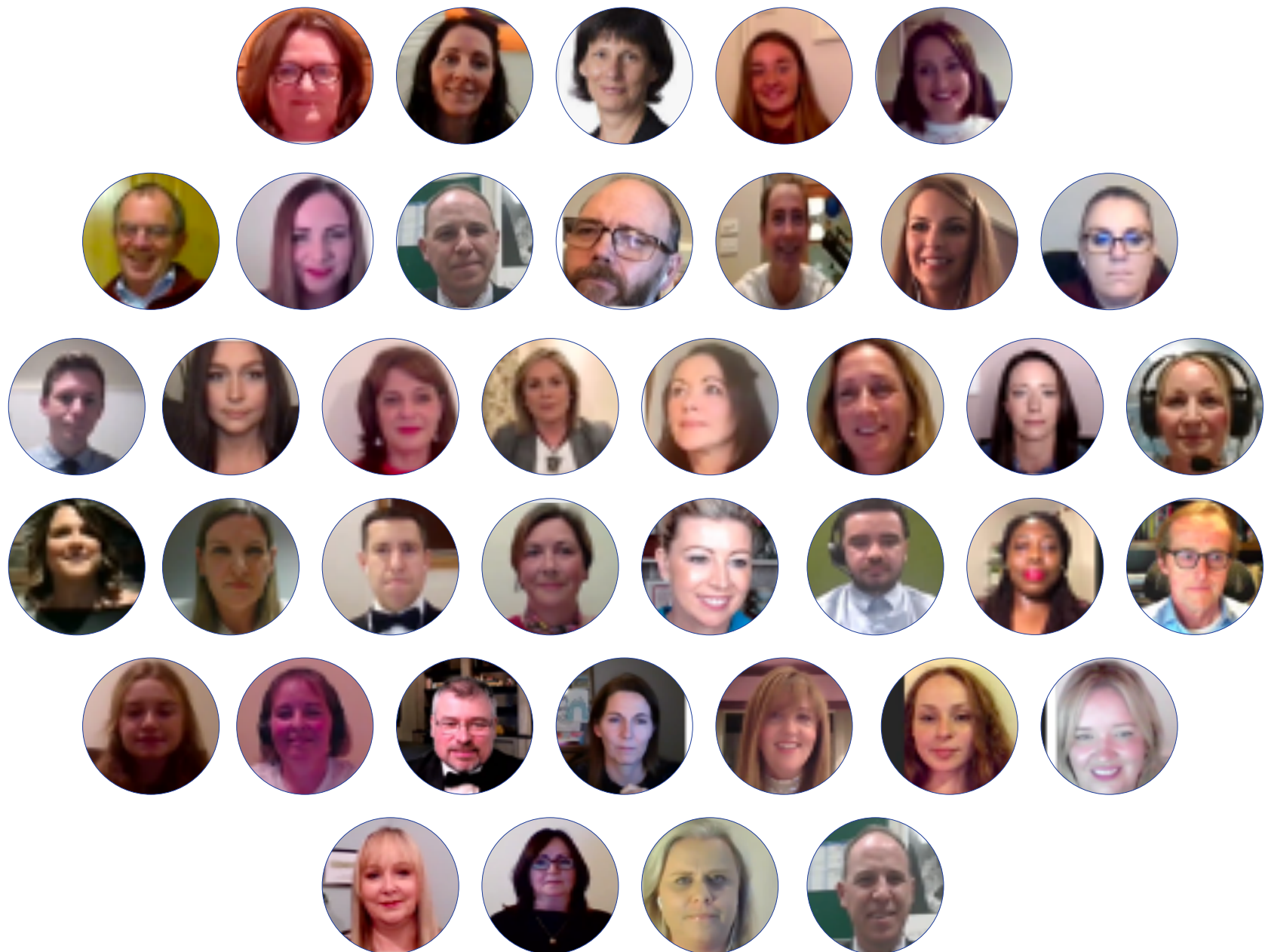
So leadership can be found anywhere: in a schoolyard; in a family or social setting (online or face to face); in sports; and in business. That is why LIFT aims to improve leadership, from the clubhouse to the kitchen table; and from the classroom to the boardroom.

LIFT's Annual Celebrating Great Leaders Awards were established in 2019 to recognise positive leadership wherever it is found across Irish society. Eleven 2020 Celebrating Great Leaders Awards were awarded, one representing each of the ten LIFT Leadership Themes plus an additional award named after one of our early supporters, Dominic Lewis. Our network of facilitators and partners nominated individuals that embodied for them each of the ten themes. These were everyday leaders – people whose leadership emerged out of the way they acted daily, influencing and inspiring others sometimes without even being aware of it. Out of that list a shortlist was created for each Award and an Awards Committee made up of Moira Walsh, SOLAS; Paul Flynn, Bank of Ireland; Darina Gallagher, ESB; and Barry Dowling, COVALEN, chose the ultimate awardees.



#LIFTAwards2020
#LIFTIreland

The full list of finalists was as follows



Sign-up to the LIFT newsletter to be part of the LIFT Awards 2021

The full list of finalists was as follows [awardee appears in italics]

Listening:

Louise Barry, HR manager at Prem Group, Carlow.
Suzanne Carroll, CEO at Entrepreneurs Academy, Dublin.
Breda Marron, Artist, Meath. **Niamh Poole**, 6th year student, Kildare.

Respect:

Jeff Buckley, 6th Year Student, Kildare. **Tom McMahon**,
 Manager ESB, Dublin. **Mike O'Byrne**, Principal at Confey College,
 Kildare. **Victor Uchegbu**, LIFT Participant.

Dedication & Determination:

Nicola Canavan, Senior Director, Bank of Ireland, Kildare.
Aine Cornally, Senior Director, Bank of Ireland, Dublin. **Aisling Lennon**,
 Teacher, Dublin. **Pauline Nally**, Midlands Science, Westmeath.

Accountability:

Paul Fieldhouse, PineBridge Investments. **Ita Page**, Kemmy
 Business School, UL, Limerick. **Nicola Connolly-Byrne**, Meath
Kyle Mulligan, Team Leader at SalesSense, Louth.

Innovation & Adaptability:

Noel Davidson, Trainer, Entrepreneurs Academy, Dublin.
Marguerite O'Sullivan, Innovation & Engineering Manager, Cork.
Noelle Burke, Director RSA, Kildare. **Claire Lambe**, Women in
 Sport Lead at Rowing Ireland, Dublin

Dominick Lewis Award:

Claire Cooke, Human Resources Manager, Munster Rugby.
Sarah Marr, Human Resources Director, PREM Group.
Mike O'Byrne, Principal, Confey College, Leixlip, County Kildare

Positive Attitude:

Katie Lett, Student, Dublin. **Ciara O'Hagan**,
 Brand Manager at Beauty Buddy, Kildare. **Eddie Phelan**, Consulting
 Engineer, Louth. **Aine Clarke**, HR Prem Group, Dublin.

Competence:

Clara Miller, E-learning Content Developer, Dublin. **Andrea Wallace**,
 Area Manager at Prem Group, Dublin. **Ruairi Watters**, SalesSense,
 Louth. **Grace Cosgrove**, Marketing Enterprise Solutions, Dublin.

Empathy & Understanding:

Marina Branigan, Virtual Office Manager, Louth.
Caroline Bocquel, CFO at GOAL, Dublin. **Denise Cullen**, MD at Enterprise
 Solutions, Dublin. **Trish McCafferty**, Accountant, Meath.

Honesty & Integrity:

Oyinkansola Solanke, Banking Advisor, Meath.
Jim Murphy, CEO PREM Group, Meath. **Louise Brennan**, Student,
 Dublin. **Eunice Chapman**, Project Officer at Solas, Wicklow

Resilience:

Sadbh Flynn, Student, Kildare.
Denise Scully, The Entrepreneurs Academy, Dublin.
Tracy Leavy, COO Beauty Buddy, Kildare



Lets talk about the kinds of leaders we want to see, and we want to be.

Celebrating Positive Leadership Conversations

2020-21 was the year when LIFT started to drive a national debate around the importance of positive leadership. In April 2021, we launched our Better Leaders Forum, a series of 4 high-profile panel debates, each one focusing on a different area of Irish society, and looking at the level of leadership on display within those sectors. Each session involved an independent MC, an official Rapporteur who would cover the entire series (Professor Niamh Brennan of UCD) and a diverse panel of speakers. In each event, the speakers are asked to speak for 5 minutes on how they viewed issues of leadership within their sector, and then are asked to respond to questions submitted by the audience in relation to leadership.

The first Better leaders Forum event was entitled Leadership in the media: a two-way street? Over 250 people attended the event. This was followed by an equally successful second event on the topic of How Do We Cultivate Good Political Leaders?. Future sessions for 2021 will cover leadership in business; and the public sector. We need your input and your thinking about the kind of leadership we deserve to see. [Sign-up](#) to the LIFT newsletter to receive your invitation to the next Better Leadership Forum.

LIFT in the public eye:

Over the past year LIFT has become increasingly visible nationally, through awards and recognition that both LIFT and our partners have been shortlisted for in relation to positive leadership.

One of the impacts that partners are now reporting from their involvement with LIFT is that it has given them the potential for significant external credibility and reputational improvement. Two of our partners, Prem group and Permanent TSB won major external awards during year 3 with implementation of LIFT across their organisations playing an important role in those successes.

LIFT was also very proud during the year to itself be nominated for Causeway's Social Impact Award.

LIFT's Partner learning Events

Year 3 saw the launch of LIFT's first partner learning events. These were an opportunity for our partners to meet together, learn about different organisational implementation and rollout plans and hear about the huge impact that LIFT is having on partners in terms of culture building, engagement and communication of values. Year 3 partner Learning Events included keynote presentations from LIFT partners PREM Group, SOLAS and GOAL

Leadership in the Politics: How do we cultivate Good Political Leaders?



Mikie Sherrill
US Congresswoman



Ailbhe Smyth
Activist and academic



MC Alison O'Connor
Journalist, broadcaster & Author



Jim O'Callaghan
TD, Fianna Fáil



Olwyn Enright
Advocacy consultant, former TD & Director of Public Affairs in Edelman



Rapporteur:
Prof Niamh Brennan, Professor of Management at UCD

Leadership in the Media: A Two-Way Street



Ian Kehoe
Editor, The Currency



Emily O'Reilly
European Ombudsman



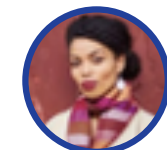
Sinead O'Carroll
Editor, Thejournal.ie



Rapporteur: **Prof Niamh Brennan**
Professor of Management at UCD



MC: **Prof Kevin Rafter**,
Head of the School of Communications at DCU








Emma Dabiri
Author, broadcaster & social historian

Make the Leap with Us!

Join LIFT's Great Escalation now through May 2024

Four easy ways you can help LIFT Ireland:

- 1 Raise your leadership by joining one of our LIFT Leadership Roundtables at www.LIFTIreland.ie/events
 - 2 Become a partner of LIFT by emailing info@LIFTIreland.ie [put "Partnership" in the subject line].
 - 3 Spread the word and encourage colleagues and friends to Live LIFT – share this Impact Report.
 - 4 Follow us on social media and subscribe to our YouTube channel. Share, comment on and like our posts and content. Join our discussions! #LIFTIreland @LIFTIreland.
-  [LinkedIn](#)  [Twitter](#)  [Facebook](#)  [Instagram](#)  [YouTube](#)
- 5 Make a contribution - email joanne@liftireland.ie if you would like to contribute financially to our Robin Hood funding model enabling us to subsidise LIFT in schools, not-for-profits, community and sports groups and charities.



We now know we are creating real impact and positive change in this country.

LIFT is the process to improve our actions, behaviour and decisions. Come raise your leadership with us.

[@LIFTIreland](#) [#LIFTIreland](#) liftireland.ie



**None of this would have happened without you.
You are LIFTing Ireland.
LIFT belongs to you, and we are in this together.
THANK YOU**

LIFT Advisory Board:

Suzanne Carroll; Fardus Sultan; Noelle Burke; Sonya Lennon; Catherine Moroney; Eamonn Forbes;
Mick Sweeney; John Lonergan; Maurice Prendergast; Ken Casey; Greg Clarke

Our LIFT Volunteer Facilitators

Over 17,000 people Living LIFT

LIFT's Partner Organisations and our LIFT Ambassadors within each organisation

Our Transition Year Facilitators, Teachers, School Staff and Principals in our LIFT Partner Secondary Schools

Our Online Roundtable Volunteer LIFT Facilitators

Our LIFT Interns

Friends and Supporters of LIFT

The LIFT Full-Time Team

LIFT's Suppliers...

...and YOU, the reader of this Impact Report. Please share and help us LIFT Ireland.



IMPACT REPORT 2021

CELEBRATING A YEAR OF POSITIVE LEADERSHIP CHANGE

PROVEN GROWTH – PROVEN IMPACT

JUNE 2020 TO MAY 2021

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