

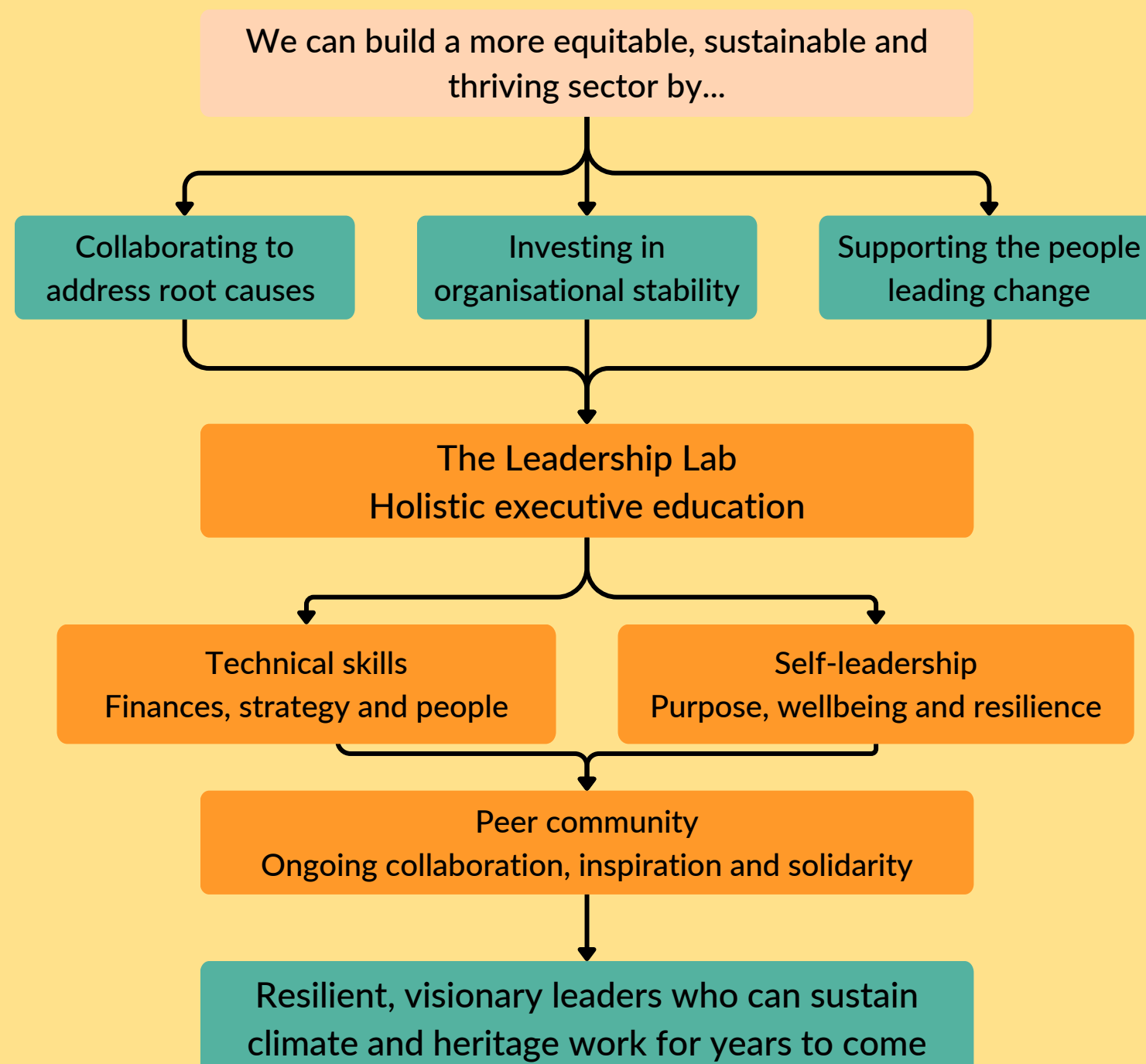
Evaluation Summary:

2025-26 Leadership Lab

EFN x I.G. Advisors

Environmental Funders Network (EFN) and I.G. Advisors (I.G.) partnered to deliver a multi-year Leadership Lab programme for 60 senior leaders working across the Scottish climate, environment and natural heritage sector. Above all, the Lab has proven to be an exceptionally effective and enjoyable programme. Its success has energised a vital community of changemakers who have the resilience to navigate the complex environmental impact landscape, and seed communities who can collaborate for years to come. [You can read a blog about the inception of the project here.](#)

Our Theory of Change



The Lab is a cohort based, six-week impact accelerator that combines the hard technical skills needed to sustain organisations with the inner work required for leaders to sustain themselves. Core learning sessions were delivered virtually by I.G.'s Senior Leadership Team and expert guest speakers, with in-person convenings hosted by EFN.

Our Findings

To evaluate our impact we worked with independent evaluators [Bright Impact CIC](#) to produce a robust framework. By integrating the evaluators into the project team, we were able to respond quickly to feedback and refine our delivery as we went along. [Read more about their experience evaluating our project here.](#)

Our Approach

A mixed-methods approach to learning was used to capture the 'what', 'how' and 'why' of the Lab's impact:

- Quantitative methods such as pre- and post-lab surveys
- Qualitative methods such as focus groups and 1-1 semi-structured interviews

KEY FINDINGS

In the short-term (measured 1-2 weeks after the Lab), across the three cohorts: 81% of leaders in the programme felt more motivated and energised, 87% reported that they had developed skills, tools and frameworks to succeed in their role, and 80% felt more equipped to look after themselves. [Read more about the midway evaluation reflections here.](#) In the long-term (measured six months after the Lab) these impacts were sustained and developed:

100%

leaders are still using the skills they developed for tangible professional and personal outcomes

93%

feel more connected to others in the sector and are staying in touch post the Lab

93%

feel more confident using their professional voice, or personal brand than before the Lab

93%

are still using the frameworks, tools and theories covered by the Lab

KEY LEARNINGS

Through the evaluation process, we received important feedback on how we can strengthen our Lab offering. Some key opportunities which we are already implementing for future cohorts include:

1

Maximising peer-engagement opportunities, as the value of small group interactions are high.

2

Adding ongoing touch-points for reflection beyond the core programme to revisit learnings.

Participants Feedback



We invite you to get in touch to explore similar collaborations for your people, discuss our learnings in depth or see the full Evaluation Report. You can reach us at leadershiplab@ig.advisors.com.

"Understanding that leaders across the sector are all facing similar challenges in their work is extremely valuable... This is the only way that we will build a more connected sector and start to push back on the usual competitive ways of working".

"The new friends I have made make me feel connected, no longer alone."

"I have agreed to take part in a couple of panel events thanks to a greater belief in my own knowledge, experience & ability."

"I have used the journal resources to train others in my organisation."

"I have used this experience from the Lab in external engagements with key partners and funders to create opportunities and secure funding for my organisation."

"In this kind of senior leadership role you can lose your identity a bit ...You forget that the reason you got there in the first place was because of who you were...And the reality is that you will do your job better if you have a better sense of who you are and what you can do and what value you bring to the organisation."