

**The Executive Nonprofit Sustainable Leadership Conference (ENSLC) |  
Rome | February 2024**

**100 percent of the nonprofit participants stated that they would recommend the ENSLC to other nonprofit leaders in Italy.**

**The non profit participants in the ENSLC gave the overall program a rating of 8.5 on a scale of 1-10.**

The ENSLC has influenced my philosophy of leadership because it has made me think, by inspiring me to change. It has influenced my outlook on how I see my future as a civil society leader because I think it is clearer what I will do. The ENSLC addressed my needs as a civil society leader as it gave me the insights I was looking for and gave me the opportunity to expand my network. What I liked most about the conference was the collaboration, the opportunity to network and to meet so many professionals. I would recommend the ENSLC to other civil society leaders because it is always good to learn.

**--- Angela Tomasso | Tartaruga**

The ENSLC has influenced my philosophy of leadership, letting me reflect on different attitudes and perspectives to work on. It has influenced my outlook on how I see my future as a civil society leader as it has stimulated me on possible paths for change. The ENSLC addressed my needs as a civil society leader by strengthening my skills and through the insights that followed. I would recommend the ENSLC to other civil society leaders to broaden their horizons.

**--- Claudio Siciliano | Libera / Nonna Roma**

The ENSLC has influenced my philosophy of leadership because I realized that we need to pay more attention to the people who come to speak to us. It influenced my outlook on how I see my future as a civil society leader because I realized the importance of being a coordinator and not giving orders from above. The ENSLC addressed my needs as a civil society leader through the concept of sharing power to find better solutions. I particularly appreciated the expertise of the lecturers and the exchange with others. Overall, I would recommend it to other civil society leaders.

**--- Stefano Spada Menaglia | Fondazione Villa Maraini – Croce Rossa Italiana**

The conference has influenced my outlook on how I see my future as a civil society leader in the sense that it reinforced in me the idea of working on certain processes, both personal and organizational. The ENSLC addressed my needs as a civil society leader because it will enable me to have a greater impact on my organization and thus promote a greater impact of my organization on society. What I liked most about the conference were Professor Caroli's workshop on the relationship between profit and nonprofit and the opportunity to network with other organizations. I would recommend ENSLC to other civil society leaders as these are issues that are rarely addressed within nonprofit organizations and would

allow for a significant increase in impact. The ENSLC met my expectations as it has strengthened me and given me skills that I did not have.

--- **Sabrina Frasca | Differenza Donna**

The ENSLC has influenced my philosophy of leadership because it has reinforced certain ideas with concrete elements of reflection. The conference addressed my needs as a civil society leader by providing me with a number of concrete insights and areas for reflection that, taken together, can enhance the quality of a leader. What I liked most about this conference were the Open Innovation, the interaction with the participants and the interactive discussion with the speakers. I would recommend the ENSLC to other civil society leaders because it is useful to learn new things, compare similar experiences and learn motivating approaches. The conference met my expectations because it was exactly what I imagined it would be.

--- **Lorenzo Pavoncello | Fondazione Scintille di Futuro**

The ENSLC has influenced my philosophy of leadership because it has reassured me and made me realize that I have good skills and that I need to take action. The conference has influenced my perspective on how I see my future as a civil society leader because it has helped me to regain a prospect on the future and to look at today's difficulties with more determination to turn them into challenges and opportunities. The ENSLC addressed my needs as a civil society leader because it made me feel validated in my role. I would recommend the ENSLC to other civil society leaders because it is an excellent training opportunity.

--- **Caterina Amendola | Il Tetto Casal Fattoria Cooperativa Sociale**

The ENSLC has certainly influenced my philosophy of leadership in a very positive way: I feel better and I believe I have developed an ability to listen and engage others. ENSLC has influenced my perspective on how I see my future as a leader because I am more motivated. The conference addressed very positively my needs as a civil society leader: I realized that passion drives everything and I thought a lot about the importance of listening. What I liked most about this conference were the group sessions and discussions, the beautiful location and the professional sessions. I would definitely recommend ENSLC to other civil society leaders because it is an opportunity to grow. It met my expectations in terms of clarity and perspective.

--- **Maddalena Maria Sorbino | Salam House**

The ENSLC has influenced my philosophy of leadership in terms of improving my ability to listen and involve others. It has influenced my outlook on how I see my future as a leader in civil society, which is by involving people more. You can't multitask well, you have to be engaged. A screen-free seminar was

a great idea, and it could be applied to daily life. The ENSLC addressed my needs as a civil society leader in terms of not being rushed, thinking a lot, finding time for myself. I became more aware of being a leader and of the responsibilities that come with it. I would recommend ENSLC to other civil society leaders because it is a space to learn and to reflect. The conference met my expectations, I just wish I could have explored some topics more in depth. I would like this to be just the beginning of a journey dedicated to third sector leaders, so that it becomes an annual date to study, compare, recognize and be inspired.

--- **Fabio di Nunno | Salam House**

The ENSLC has influenced my philosophy of leadership as it made me more aware of my strengths as a leader and confirmed that the vision I have for this role is on the right track. It has given me new insights and perspectives on my work as a leader of a nonprofit organization. The ENSLC has influenced my outlook on how I see my future as a civil society leader because it has made me want to get more involved in the third sector to build collective pathways for change. The conference addressed my needs as a civil society leader by giving me new perspectives that will improve the impact of my work in my organization. I would recommend ENSLC to other civil society leaders as it provides excellent insights to improve as an individual and as an organization. The conference exceeded my expectations because it was different in form and content from other trainings on the topic.

--- **Irene Esposito | Associazione Pianoterra ETS**

The ENSLC has influenced my philosophy of leadership as it has given me a broader view of my organization and consolidated my concept of leadership. It has influenced my outlook on how I see my future as a civil society leader as I believe that it is possible to lead the civil society transformation through networks, such as the non-formal one that we experienced together during these days. The ENSLC addressed my needs as a civil society leader by giving me a broader view. What I liked most about the conference was the atmosphere in the lecture hall, the interaction with the speakers and the interaction with the participants. The ENSLC met my expectations and I would recommend it to other civil society leaders to get a broader view.

--- **Antonio Manzoni | Aporema Onlus**

I don't consider myself a leader, I do not have people to lead or people depending on me, but I understood what to look for in leaders and how to develop skills. What I liked most about this conference were the moments of sharing - which I would increase - and the openness and spontaneity of Tony Silard, who was able to convey his expertise with passion. I would recommend the ENSLC to other civil society leaders because it offers a fundamental openness in our field. The ENSLC lived up to my expectations, although I would have liked to have more days to explore more peripheral issues.

--- **Francesca Faramondi | Fondazione Comboniane Onlus**

The ENSLC addressed my needs as a civil society leader, in particular to have more confidence in my ability to promote movement and change even in situations of stagnation. I would recommend ENSLC to other civil society leaders because it is always important to have time to reflect and face new situations in order to be fully aware of what you are doing. The conference met my expectations because it gave us new energy and motivation at a time when we are going through some difficulties.

--- **Daniele Castignani | AIDP**

ENSLC has influenced my philosophy of leadership because it has given me a lot of food for thought that I want to explore further, and it has alleviated my current 'anxiety' in this new role. The ENSLC has influenced my outlook on how I see my future as a leader because it has given me a lot of confidence in my possibilities. The conference met my needs as a civil society leader as it made me realize that there are tools, strategies and techniques that can help. I really enjoyed the breakout sessions, which were particularly interesting. The ENSLC absolutely met my expectations and I would definitely recommend it to other civil society leaders as a starting point for a journey.

--- **Laura Anna Giancane | ADMO (Associazione Donatori Midollo Osseo)**

The ENSLC has influenced my outlook on how I see my future as a civil society leader, which is to experiment more, not to be satisfied with what is already working, but to dare more, and to improve collaboration with the for-profit sector. What I liked most about this conference was the opportunity to meet other leaders and managers from the third sector and the new input on how to improve collaboration between for-profit and non-profit. I would recommend the ENSLC to other civil society leaders.

--- **Nadia Gasbarrini | Fondazione Villa Maraini / CRI**

The ENSLC has influenced my outlook on how I see my future as a civil society leader by providing me with insights and improvements. It addressed my needs as a civil society leader by legitimizing and enhancing my mission, impact and engagement with society. The ENSLC met my expectations and I would recommend it to other civil society leaders as an opportunity for growth and discussion.

--- **Tibisay Ambrosini | Campagna italiana contro le mine**

The ENSLC has influenced my outlook on how I see my future as a civil society leader because I realized the level of professionalism that this kind of work requires and its impact. The ENSLC addressed my needs as a civil society leader as it provided me with content and structure to things I was already doing without much training. I really enjoyed the sessions with Professor Silard and the possibility to choose the specialized sessions. I would recommend the ENSLC to other civil society leaders because of the interesting content and the opportunity to network. The conference met my expectations because the content was interesting. Thank you!

--- **Vitória Volpato | Associazione Culturale Fontana Nuova**

The ENSLC has influenced my philosophy of leadership because it confirmed the quality of my leadership style by providing me with additional tools, new points of view and new methods for working in partnership. The conference has influenced my outlook on how I see my future as a civil society leader because it gave me even more motivation to do more and better. It reinforced the beliefs I already had. The ENSLC addressed my needs as a civil society leader because it not only provided pragmatic tools to use in leadership, but also made it very clear that the basis of good leadership should be the right mindset coupled with a good dose of motivation and common sense. I would recommend the ENSLC to other civil society leaders as it is an excellent opportunity to improve one's point of view, skills and basic approach to implement leadership processes. The conference lived up to my expectations because it made me satisfied and fulfilled with the new knowledge I gained and was useful for networking. I am happy to have had this opportunity and I hope that Prof Silard's vision of leadership will be increasingly spread within organizations in the profit and non-profit sector. I hope that the development of such a vision will produce more critical and courageous leaders and will improve the meritocratic processes of the organizations they lead.

--- **Fabio Cerrito | Banca Etica**

The ENSLC has influenced my philosophy of leadership by inspiring future leadership development. I would recommend the ENSLC to other civil society leaders as a training opportunity. The conference met my expectations, especially the morning session.

--- **Flavia Paparusso | Campagna Italiana Contro le Mine**

The ENSLC made me think a lot about my personal experiences, past and present, and how I could bring change to my current team (which is very different from the one I had before). The ENSLC definitely met my needs as a leader by providing some interesting and very practical insights on how to reflect on the changes needed to build a good organization and team, and how to put a change process into practice. What I enjoyed most about the conference were the practical discussions, the sharing of experiences between speakers and colleagues and the very interesting afternoon sessions. I would recommend the ENSLC to other civil society leaders. The ENSLC met my expectations because I was hoping for very practical discussions, concrete examples and exchange of experiences. The interactive class and the group exercises were well designed and balanced.

--- **Francesca Matarazzi | ICU**

The ENSLC has influenced my philosophy of leadership by focusing on improving the quality of relations among the team, the governance and the stakeholders by encouraging empathic listening, the trusting relationship and the constructive feedback in relation to the shared outcome. The ENSLC has influenced my outlook on how I see my future as a civil society leader, because after the conference I believe that a good civil society leader should have human qualities as well as professional qualities, which are not yet sufficiently valued and incentivized in NGOs. The ENSLC addressed my needs as a

civil society leader by facilitating dialogue and confrontation with different experiences on the need to balance mission, objectives, budget and skills development, but also the extra work needs of one's team. I would recommend the ENSLC to other civil society leaders because it was a useful tool to get a vision of the leader that should be in every nonprofit organization: competent, visionary, but at the same time open to change and welcoming to the needs of the team. The ENSLC met my expectations because it covered a wide and exhaustive range of topics.

--- **Giustiniana Vecchiotti | Komen Italia**

The ENSLC has consolidated some key elements of my leadership practice, especially that soft skills and interpersonal relationships are much more important to being a good leader in the long term, together with hard skills. The ENSLC has influenced my outlook on how I see my future as a leader, especially a longer-term vision of a better work-life balance. The ENSLC addressed my needs as a civil society leader by focusing on a few key elements such as working on oneself to ensure sustainable relationships with stakeholders. I would definitely recommend the ENSLC to other civil society leaders as it highlights key aspects for leaders. The ENSLC met my expectations; the interactive part of the group sessions is also very enriching.

--- **Eliana Naso | Komen Italia**

The ENSLC has confirmed and strengthened my philosophy of leadership and influenced my outlook on how I see my future as a civil society leader in the sense that it has strengthened my intention to do something good and empower others. The ENSLC has addressed my needs to be a civil society leader as it pushes me to behave and act in ways that are normally very difficult for me (e.g. filling stressful moments with activities of little importance or urgency). The ENSLC met my expectations and I would recommend it to other civil society leaders as a useful reinforcement and new knowledge.

--- **Dominique Corti | Corti Foundation**

The ENSLC has influenced my philosophy of leadership through the idea of observing and grasping more opportunities and strengths. The ENSLC has influenced my outlook on how I see my future as a civil society leader, i.e. with more passion and open-mindedness. The ENSLC met my needs to be a civil society leader because it gave me a glimpse of important concepts and a desire to learn more. I would recommend the ENSLC to other civil society leaders because it is very inspiring and motivating. The conference exceeded my expectations, especially because of the many moments of sharing.

--- **Valentina Colini | Corti Foundation**

The ENSLC has rather confirmed my philosophy of leadership in a context where it is being challenged. The ENSLC has influenced my outlook on how I see my future as a civil society leader because I want to put my passion back at the center. It addressed my needs as a civil society leader by validating my

beliefs. I would recommend the ENSLC to other civil society leaders because it was also very useful for networking and met my expectations due to the high professionalism of the professors.

--- **Silvia Tolve | Mary's Meals**

The ENSLC has influenced my philosophy of leadership because it has confirmed that investing in one's business and caring for people is crucial for more sustainable work. The ENSLC has influenced my outlook on how I see my future as a civil society leader because I see a more concrete future of action and planning that is less driven by emergencies. The ENSLC addressed my needs as a civil society leader because it has given me an idea on how to set up my personal work and how to help my colleagues to work better. What I liked most about the conference were Tony Silard's passion, meeting other peers and the spirit of trying to make the world a better place. I would recommend the ENSLC to other civil society leaders because it helps them to have a better approach and to notice some crucial aspects to make an impact. The ENSLC met my expectations as I received useful and inspiring information.

--- **Sara Immi | ICU**

The ENSLC addressed my needs as a civil society leader by giving me input on how to rethink leadership. It helped me to reflect on the fact that the leader has a vision to achieve (organizational) and that they must be the first to believe in what they are doing. If they do not believe in what they are doing, they will have to find something else to motivate them. I would recommend the ENSLC to other civil society leaders because it is an opportunity to review one's work. We are often asked to evaluate the work of others, but there is little time to evaluate how we do our work in a context that facilitates openness and sharing, even of difficulties. The conference met my expectations and I found a moment of respite from the slavery of emails, whatsapp, etc. and no drama happened in between. Thank you to the organizers for the initiative and for bringing together different contexts.

--- **Daniela Peschiulli | ICU**

The ENSLC has influenced my philosophy of leadership as it has added value to my daily activities in the association, giving me a different point of view, combining what I do with the outlined philosophy. The ENSLC has influenced my outlook on how I see my future as a civil society leader, as the sessions have given me a different outlook on the future of my work, giving me the opportunity to carefully analyze how to improve working collaborations. The ENSLC met my needs as a civil society leader by improving my skills. I would recommend it to other civil society leaders, even just to build wider networks in addition to improved skills. The ENSLC met my expectations, although we were given a lot of knowledge and maybe we needed more time to go through it in depth.

--- **Greta | D.I.R.E Donne in Rete Contro la Violenza**

ENSLC has influenced my outlook on how I see my future as a civil society leader: now I have to work on specific goals that will help me improve. The ENSLC has completely fulfilled my expectations.

**--- Catherine | ALFN**

The ENSLC has influenced my philosophy of leadership because it made me feel understood and gave me tools to manage my fear of hurting others, primarily by trusting my own will and ability to communicate constructively. The ENSLC has influenced my outlook on how I see my future as a civil society leader because it has indeed opened up an issue that I have been thinking about for some time, namely my role as a director in my organization. The ENSLC addressed my needs as a civil society leader because I needed to qualify some personal attitudes and insights with access to content that is undoubtedly authoritative and recognized as such by our board of directors; I have therefore freed myself from some fears and I think I can communicate more clearly with the other members of the association as a result. The ENSLC has exceeded my expectations and I would recommend it to other civil society leaders to open their eyes and overcome the risk of losing focus on what we can really develop.

**--- Monica Tola | Banco Alimentare del Lazio**

The ENSLC has influenced my outlook on how I see my future as a civil society leader through the outlook that the status of a good leader is a process of continuous learning and transforming aspects into possible resources. The ENSLC addressed my needs as a civil society leader by defining the role, characteristics and operations that were not so clear to me before. I would recommend the ENSLC to other civil society leaders because of the clarity of the topics and the personal commitment and passion of Prof Silard. I also enjoyed the excellent technical sessions. The ENSLC fully met my expectations. Thank you for the opportunity!

**--- Barbara Sharon Gruttadauria | Propso Onlus**

The ENSLC has influenced my philosophy of leadership because it helped me redefine expectations and recognize my need; it encouraged and energized me to plan strategic interventions for our growth. The ENSLC has influenced my outlook on how I see my future as a civil society leader because I found myself sympathetic to the issues, so it empowered me. The ENSLC addressed my needs to be a civil society leader in several ways: interpersonal, organizational and relational. The ENSLC has more than met my expectations and I would definitely recommend it to other civil society leaders as a great opportunity to grow.

**--- Clara Borri | Propso Onlus**

The ENSLC has influenced my philosophy of leadership because it has been relevant in defining the leadership style by explaining the different existing types.

**--- Carmine Berlino | Retake Roma ODV**

The ENSLC has influenced my philosophy of leadership as I had the opportunity to reflect and share the need to create a friendly working environment rather than one of 'friends'. I believe this is a winning approach. The ENSLC has influenced my outlook on how I see my future as a leader because I have understood the importance of highlighting our core value, which is not necessarily shared by everyone, but gives my organization a unique identity. The ENSLC addressed my needs as a civil society leader as it has given me tools to better organize the work within the organization and promote it externally in an effective way. I would certainly recommend ENSLC to other civil society leaders because it provides a broad view and allows for very constructive exchange with others.

--- **Lucia Lamanna | Fondazione Harambee Africa International ETS**