



# Groundbreakers

## LEADERSHIP PROGRAMME

30 MAY - 19 AUG 2026

### Overview

It is not easy to be a groundup leader. Along the way, groundup leaders have to navigate complex challenges: managing volunteers, building partnerships, sustaining initiatives, and responding to the evolving needs of the communities they serve. At the same time, they are shaping relationships, influencing systems, and making decisions that affect the future of their groundups. It is no surprise that many leaders who began with a simple desire to help can sometimes feel overwhelmed by the responsibilities that come with leading an initiative.

If you are a groundup leader, you do not have to navigate this journey alone.

BAGUS Together's Groundbreakers Leadership Programme is here to support you — by strengthening your leadership capabilities, connecting you with fellow changemakers, and equipping you with practical tools to grow your groundup sustainably and deepen your impact.

The **Groundbreakers Leadership Programme** is an immersive 11-week journey of masterclasses and community learning sessions designed to equip you with key tools and insights to elevate your groundup leadership to the next level.

### What is a **Groundbreaker**?

#### **Groundbreaker:**

A courageous and persevering leader who champions a cause and is continuously evaluating, learning, evolving and embracing growth and new ways of collaboration to create lasting impact and take their initiative to new heights.

*Sounds like you? You might be who we're looking for!*

### Join a vibrant community of Groundbreakers and delve into...

#### Masterclasses

Intensive sessions curated around four core pillars:



#### Leadership

Get access to your top five Clifton Strengths and learn how to use your strengths, talents, and skills to better lead your team. Understand how your values and personal sense of purpose affect your leadership decisions and long-term goals.



#### Systems Thinking

See the big picture, shape a bigger impact. Understand how your groundup fits into the wider ecosystem and where you can better create lasting change.



#### Strategy

Map it out, make it last. Turn bold ideas into a sustainable plan and track the change you're making.



#### Communications

Build skills to craft articulate and authentic narratives that bring your groundup's vision, mission, and impact to life.

## What's **new** this year?



The **Groundbreakers Leadership Programme** returns in 2026 with a refreshed format designed to deepen learning and strengthen connections across the groundup ecosystem.

This year, participants can look forward to expanded community learning opportunities, with greater exposure to diverse perspectives and real-world insights beyond your Groundbreakers cohort.

The programme also places a stronger emphasis on building meaningful networks, bringing groundup leaders together with partners from across the ecosystem to learn, connect, and collaborate.

For example, this year's Groundbreakers graduation will take place within a larger ecosystem platform, creating space to celebrate achievements while opening doors to new partnerships and shared opportunities for impact.



Together, these enhancements reflect our continued commitment to fostering a vibrant, connected community where groundup leaders grow not just individually, but alongside the wider ecosystem.



## Develop and hone your skills

Boost your leadership skills and capabilities through a better understanding of your leadership styles and how to articulate your value and impact to partners, volunteers, and supporters

## Find support and community on your journey

Be part of a vibrant Groundbreakers community. Journey alongside like-minded peers and build meaningful partnerships across the ecosystem – from groundups and charities to government agencies and companies.



## Key Application Dates

**20 March – 30 April 2026**

### How to apply:

- Register via this [link](#)
- We will reach out to shortlisted applicants via email for a chat to assess your suitability for the programme
- Applicants will be informed of the outcome via email from end-April 2026

All completed forms will be reviewed concurrently during the application period

### Application Outcome

Shortlisted applicants will receive a confirmation email with more details.

# Why apply for the Groundbreakers Leadership Programme?

## Elevate your groundup

Take a deep dive into the groundup ecosystem through systems thinking — clarifying strategy, strengthening operational plans, and building meaningful partnerships to support your short and long-term goals

## Eligibility Criteria

- Groundup leaders (founders/co-founders/core team members) who are residing in Singapore
- At least a one-year track record of operating or running initiatives across any cause areas (e.g. arts, sports, environment, etc.)
- Able to commit to 75% of sessions at a physical venue
- Interest to grow and scale your groundup sustainably
- Demonstrate readiness to operate beyond own groundup initiatives by developing and implementing actionable steps that foster collaboration within the groundup community in Singapore

# Hear from our Groundbreakers!



## What aspect of the programme did you find most valuable?

Safe space filled with active, engaged experts and most important of all, BAGUS Together team who are so supportive and authentic in their craft.

**Sandra Low**  
Founder, Kids PlaySafer  
(Intake 1)



## What changes have you noticed in your abilities as a groundup leader?

The programme has given me the tools to ensure we're able to achieve the impact we want to bring, and I have become more confident on how to articulate that impact.

**Tan Yan An**  
Founder, Heartland Literature  
(Intake 2)

## Advice from our past Groundbreakers!



Come with a curious and open mind



Step outside your comfort zone and connect with your peers



Be vulnerable and authentic with sharing



# Programme Schedule

(1 of 2)

Date	Time	Programme	Details
30 May 2026 Saturday	10am – 3pm	Programme Kick-Off + Masterclass: Leadership #1	<b>Connect, Explore, and Reflect</b> Meet and get to know your fellow participants while discovering more about your values, talents, and strengths.
3 Jun 2026 Wednesday	7pm – 9.30pm	Masterclass: Leadership #2	<b>Strengthen Your Leadership</b> Tackle real groundup challenges like volunteer management, resource constraints, and burnout. Reflect, connect, and define your leadership “promise” to stay resilient and lead with confidence.
6 Jun 2026 Saturday	9am – 1pm	Community Learning: Groundup Transit	<b>Partnerships with Purpose</b> Take a chill morning walk and chat with charities and other groundups from similar causes.
6 Jun 2026 Saturday	1pm – 4pm	Masterclass: Leadership #3	<b>Recharge, Refocus, and Redesign How You Lead</b> Reflect on how you currently spend your time and energy, uncover what fuels or drains you, and reimagine a more balanced weekly rhythm.
13 Jun 2026 Saturday	10am – 5pm	Masterclass: Systems Thinking #1	<b>Exploring Systems &amp; Understanding the Problem</b> Discover the patterns, structures, and assets that shape your groundup’s challenges and opportunities.
20 Jun 2026 Saturday	10am – 6pm	Masterclass: Systems Thinking #2 + Midpoint Check-In	<b>Mapping Systems &amp; Identifying Leverage Points</b> Identify key leverage points, anticipate challenges, and develop strategies to make impactful, informed decisions within complex systems.
1 Jul 2026 Wednesday	7pm – 9.30pm	Community Learning: Ask-Me-Anything with Government Agencies	<b>Here to Help</b> Get direct insights from government agency representatives on building partnerships and securing resources.

- Information accurate as of 21 April 2026. Please note that programme details and dates are subject to change.
- Participants are required to commit to a minimum of 10 sessions.
- All sessions are held in-person.

# Programme Schedule

(2 of 2)

Date	Time	Programme	Details
4 Jul 2026 Saturday	10am – 3pm	Masterclass: Strategy #1	<b>Understanding Your Pathway to Impact</b> Clarify how your groundup creates change through Theory of Change, stakeholder mapping, and impact indicators.
11 Jul 2026 Saturday	10am – 3pm	Masterclass: Strategy #2	<b>Turning Strategy into Action</b> Strengthen your groundup's strategy using tools like the Social Business Model Canvas and adaptive planning frameworks.
15 Jul 2026 Wednesday	7pm – 9:30pm	Masterclass: Communications	<b>From Impact to Story</b> Learn how to communicate your groundup's impact with clarity and confidence.
18 Jul 2026 Saturday	10am – 5pm	Photoshoot + Interviews	<b>Lights, Camera, Action!</b> Participants will spend the day having their professional headshots taken and sharing their reflections on the programme through interviews.
21 Jul 2026 Tuesday	7pm – 9.30pm	Community Learning: AI Workshop with Cognizant	<b>Tech for Good</b> Learn how you can leverage AI to make your workflows more efficient amidst manpower and resource crunches.
29 Jul 2026 Wednesday	7pm – 9.30pm	Final Reflection: Forging Forward	<b>Lead with Confidence</b> Consolidate the insights you've gained over the past three months and apply them to what lies ahead.  Using LEGO® SERIOUS PLAY®, you will reflect, anticipate challenges, and develop strategies to lead your groundup forward.
19 Aug 2026 Wednesday	7pm – 9.30pm	Groundup Evening (Graduation!)	<b>Connections Galore!</b> Celebrate your achievements and put what you have learned into practice! Network with other partners in the ecosystem in an evening curated specially for groundups.

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# Frequently Asked Questions

## 1. What is the Groundbreakers Leadership Programme?

The Groundbreakers Leadership Programme is curated specially for groundup leaders to enhance their core competencies. Held over the course of 11 weeks from May to August 2026, participants will have the opportunity to attend masterclasses with experts, and learn and engage with different stakeholders through community learning sessions to improve their skills in leadership, system thinking, strategy, and communication. The programme aims to build confident leaders, who are ready to break new ground, and work together to further the impact for their groundups, supporting the overall groundup ecosystem in Singapore.

## 2. How do I apply for the Groundbreakers Leadership Programme?

- Apply by filling up the [form](#) on the website.
- Shortlisted applicants will be invited for a chat to assess their suitability and commitment levels to the programme.
- Applicants will be informed of the outcome via email from mid-April 2026 onwards.

## 3. Can multiple people from the same groundup apply?

Only one person from each groundup may apply. We recommend the founder, co-founder or a core team member, as the programme focuses on leadership skills vital for guiding the overall management of the groundup.

## 4. Is this programme only for leaders from specific sectors or causes?

The programme is open to groundup leaders from all sectors or causes.


## 5. How are applications reviewed?

We are looking for applicants who are passionate about their cause, who have a good understanding of the needs and has taken active steps to address them. We are also seeking forward-looking leaders who are interested in collaborating to address the needs from an ecosystem perspective.

## 6. What commitment levels are expected for this programme?

Participants are required to commit to at least 75% of the sessions (minimum 10 sessions) in order to meet the graduation requirements.

Participants should be able to commit to all masterclass sessions, to maximise their takeaways from the programme. Priority may be given to participants who are able to make it for all the sessions.





# Frequently Asked Questions

## 7. Where will the Groundbreakers Leadership Programme be held?

All sessions are held in-person at the NVPC Office, unless otherwise stated (6 Eu Tong Sen St, #04-88 The Central, Singapore 059817)

## 8. Are there any deliverables expected of programme participants?

Participants may be invited to share the insights they have gained from the programme and how it has helped them in their groundup journey during the graduation ceremony at the end of the programme. They may also be asked to be mentors for future intakes or ambassadors for BAGUS Together.

## 9. What if my groundup ceases to exist or attains a registration status over the course of the programme?

The Groundbreakers Leadership Programme is designed to strengthen the skills and capabilities of groundup leaders, regardless of where your initiative is in its journey.

We welcome applications from:

- Groundup leaders whose initiatives have yet to be formally registered, and
- Groundups that have registered as a non-profit within the last three years.

If your groundup attains a registration status during the course of the programme, you are still welcome to continue and are expected to complete the full programme. Similarly, should your groundup cease operations during the programme, you may continue participating, as the learning and leadership development remain relevant to your broader changemaking journey.

## 10. How much do participants have to pay for the programme?

The cost of the programme will be fully covered by BAGUS Together – yes, it's completely free to attend!

## 11. Is funding available for programme participants?

BAGUS Together does not provide direct funding. However, Groundbreaker participants will gain skills to strengthen their pitch and be connected to ecosystem partners, some of whom may be open to funding or resource support. You may also explore funding opportunities via our grants portal [here](#).

**Got more questions? Contact us at**  
**[hey@bagustogether.sg](mailto:hey@bagustogether.sg)**



### About BAGUS Together

BAGUS Together (Building All Groundups for Success) is a tripartite collaboration between the National Volunteer & Philanthropy Centre (NVPC), Temasek Foundation and Tote Board. We are a national platform for changemakers looking for support to start or sustain a groundup initiative in Singapore.

[bagustogether.sg](http://bagustogether.sg)