



Future Talent
Learning

The Transformational Manager Programme

Reimagined Level 3 & Level
5 Leadership & Management
Apprenticeships



The Transformational Manager Programme

Helping managers to thrive with essential human, commercial, & AI skills

What is it?

- A fully-funded, virtual, customisable & scalable programme to upskill ‘**accidental managers**’ at all levels with transformational capabilities.
- Think of it as a **mini-MBA** focused on real-world impact — without the cost or academic focus.

Why our programme?

- Incredible variety of **immersive, experiential, practical** learning events
- State of the art conversational **AI learning** (no playlists)
- Huge amount of **121 coaching** support
- Innovative, modern take on leadership & learning - "**Most Innovative Training Provider Award**" (Institute of Leadership)

Why do it at all?

- **Enormous productivity gains** can be unleashed by upskilling employees with better human skills.

Does it work?

- Market leading 75% Distinction rate at EPA
- 98% of learners say it's made them more effective leaders
- 100% applied new skills within 2 months
- 9 out of 10 alumni would recommend us to peers
- Learners report an average 42% improvement across all Knowledge, Skills and Behaviours taught from start to finish
- "*A top tier learning experience.*" Ofsted



Who are we?

We're a purpose-driven business specialising in helping managers and future leaders improve their human skills through experiential, engaging, award-winning, AI enabled apprenticeship programmes

ODEON



AstraZeneca 

NATS



easyJet

ASOS

Community
Fibre

OXFORD
UNIVERSITY PRESS

NHS
Professionals

 AngloAmerican


Quilter

 Hampshire
County Council

DIGNITY
PLC ACADEMY



"FTL is a one stop shop for an outstanding learning experience."
Michael Bashford, L&D Director, Costain



Why do I need to put my employees on a Transformational Manager Programme?

Work is changing fast. Modern businesses need employees with the confidence to lead in uncertain times, who are:
Agile, Collaborative & Entrepreneurial

You can't develop those behaviours from traditional courses or content libraries.

Our programme covers similar content to an MBA but with far more emphasis on practical, immersive 'learning by doing' vs academic theory.

The result is learning that's engaging, rewarding and that genuinely transforms managers' abilities and behaviours. And all in just 12 months

Why Agile, Collaborative & Transformative?



Agile

The era of five-year plans is over.

Agile leaders work in lean, smart ways, roll with the punches and adapt proactively & confidently.



Collaborative

Great managers aren't lone wolves.

They embrace cognitive diversity and get the best out of colleagues.



Entrepreneurial

Organisations that don't change don't last.

Organisations need people willing & able to take smart risks & drive change.

Personal Skills



People Skills



Commercial Mindset

25% of long-term career success depends on technical knowledge; 75% is human skills.
That's why we aim here.



*Data from Stanford University



Future proof your business by future proofing your employees

There are two versions of our programme

Both 12 months long



Level 3 Team Leader

For grads, those preparing to manage teams and first line managers.



Level 5 Operations Manager

For existing or more senior managers with direct reports / teams looking to hone their skills.

What does our programme cover?

We focus on the essential human skills and critical commercial skills modern managers need to thrive.

- **Topics common to both Levels**

1. Self Development & Learning
2. Inclusion
3. Managing Change
4. Problem Solving
5. Presentation Skills
6. Project Management

- **Topics Unique to Level 3**

1. Coaching & Mentoring
2. Motivation & Engagement
3. Influence, Conflict & Feedback
4. Goal Setting & Performance
5. Risk & Regulations
6. Sustainability

- **Topics Unique to Level 5**

1. Relationship Building
2. Use of New Tech & Efficiencies
3. People Policies & Procedures
4. Operations Management
5. Financial Management
6. Data Management

Our Credentials



'Good' Ofsted Provider for our programme



70 Our 'excellent' NPS score from employers



72% Our market leading Distinction rate at EPA



Excellent official ratings from employers & learners on 'Find an Apprenticeship'

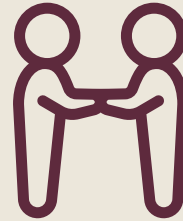
Measurable Learner Progress

Tangible outputs from learners who have completed the programme



100%

Reported being able to put new ideas into practice within the first 2 months of the programme.



66%

Reported better relationships with their line manager and direct reports after going on the programme.



98%

Agree that the programme has made them a more effective leader.



9 out of 10

Recommend our events to their peers/colleagues.



42%

The average reported improvement in the key Knowledge, Skills and Behaviours measured on the programme



65

Our officially 'excellent' learner NPS



What sets our award-winning programme apart?

**No other provider offers the 6 features coming up
(as far as we know)**



#1

Differentiator

100% focus on Practical, Applied Learning

Just as pilots learn in a simulator, we need to practice new skills in a safe environment repeatedly, over time in order to improve them.

All our live events, activities and coaching support are focused on practical, real-world, applied learning.

Why focus on Practical Learning?

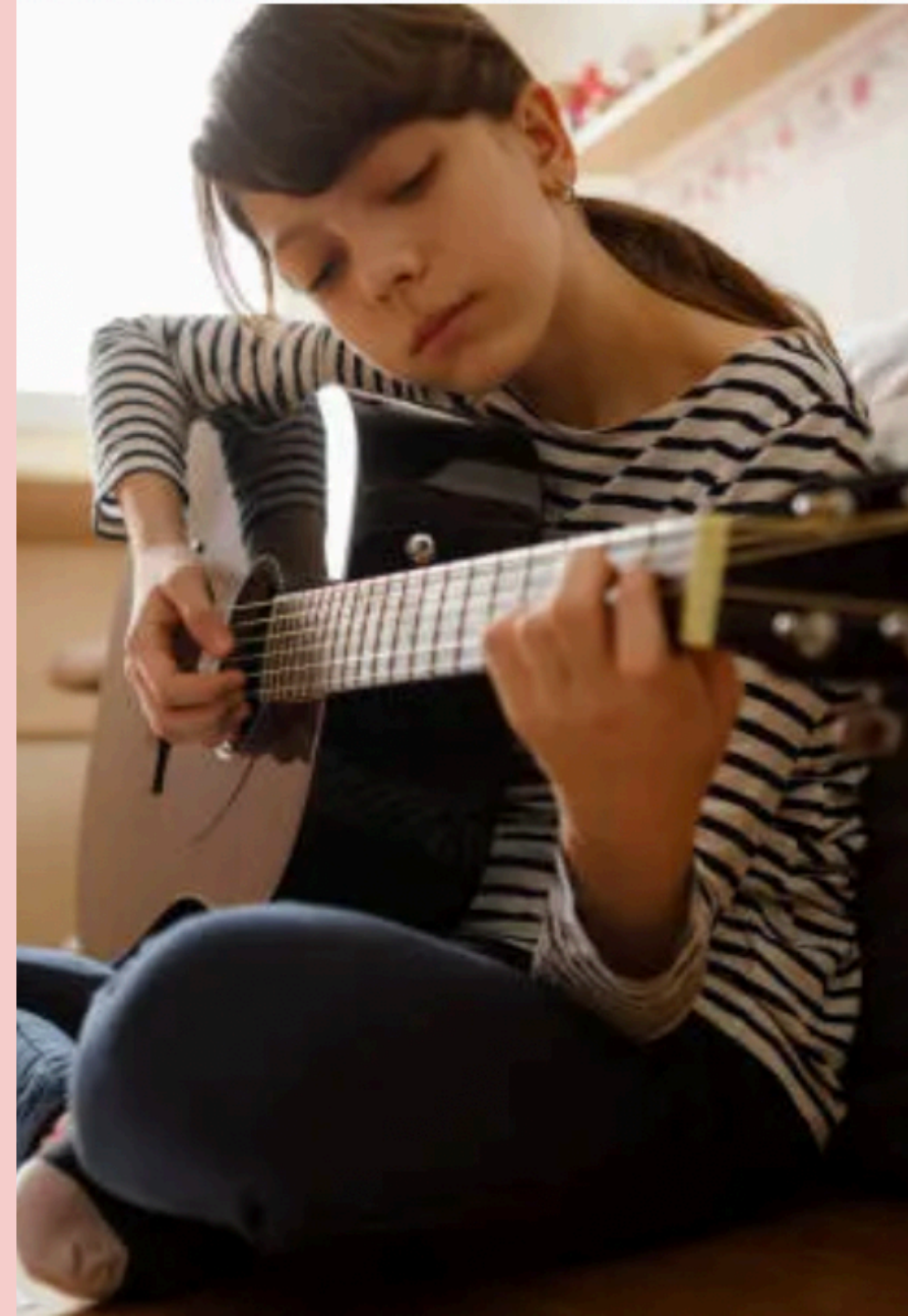
Only 10% of learning programmes lead to behaviour change.* That's a shocking ROI.

Why? You can't change behaviours and develop new human skills by reading or attending a short course.

We need to Practice, Reflect and Practice again and again - over a long period.

Nobody gains mastery overnight.

*Robert Brinkerhoff





#2 Differentiator

Conversational Learning vs playlist fatigue

Long, boring playlists are a big problem in apprenticeships.

People want new skills, not to do a PhD. They need fast, personalised, relevant answers.

So — we don't have playlists. Instead, people learn conversationally by talking organically with our AI assistant Mentarri about the key topics they need to learn about.

Why? It's faster, more personally relevant and more memorable.

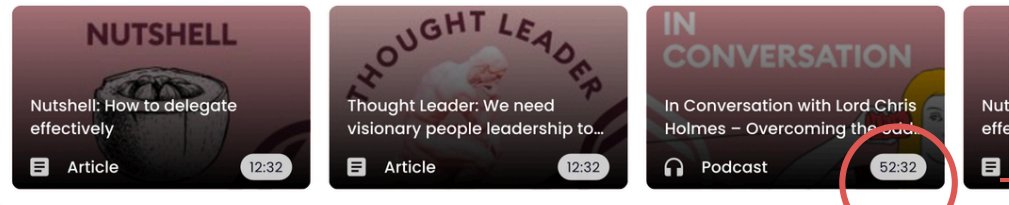
Have simple, neurodiverse-friendly conversations in ANY LANGUAGE



I want to improve my leadership skills. Can you help?

Sources

Show all 16 >



Users can jump to the granular parts of source material for follow up if needed
e.g. 'why not listen to mins 5-7 of this podcast!'

Answers are drawn from our proprietary 'small language model' we spent 3+ years building, using writers from
The Economist + a range of global thought leaders.



Curation original meaning = 'to care for'



Why did we spend 3 years building our own curriculum?

We wanted our programme to feel cohesive, simple and modern.

Learners don't need ALL the theories, just the BEST ones.

Many providers don't curate resources and just 'content dump', making programmes feel academic, dense & unstructured.

Learners are busy, they need clarity & simplicity. That requires proper **curation**.



#3 Differentiator

A wide choice of immersive learning events

The focus is on practising new skills with peers in a safe, supported but challenging environment.

Learners attend around 24 hours worth of interactive, live, online workshops - whichever feel most relevant

- | | | | |
|----|--------------------------|----|-----------------------------|
| 1 | Active Listening | 13 | Imposter Syndrome |
| 2 | AI & Digital Skills | 14 | Inclusion |
| 3 | Building Resilience | 15 | Influence |
| 4 | Coaching | 16 | Leadership Styles |
| 5 | Collaboration | 17 | Leading Change |
| 6 | Conflict Management | 18 | Managing Anxiety |
| 7 | Delegation | 19 | Problem Solving |
| 8 | Design Thinking | 20 | Public Speaking for Leaders |
| 9 | Effective Prioritisation | 21 | Self Awareness |
| 10 | Feedback | 22 | Strategy |
| 11 | Financial Literacy | 23 | Sustainability |
| 12 | Gravitas | 24 | Unbiased Problem Discovery |
- 



#3

Differentiator

Our events are delivered by a World Class Faculty

Our event facilitators aren't typical. They're a highly talented bunch of entrepreneurs, business leaders, RADA trainers, therapists, poets, BBC presenters, psychoanalysts, magazine editors, authors and TED speakers.

Who delivers our events and coaching?

Our faculty includes a number of world-class thinkers, such as...



David Baker

David was founding Editor of Wired Magazine, and is a regular presenter on BBC programmes focusing on technology and business.



Fiona Buckland

Former Head of Learning at The School of Life, Fiona launched a successful publishing company before developing her creative coaching business, working with leaders across the C-suite.



Jose Powell

Jose has over 20 years in personal development, as an L&D facilitator and as an executive coach. She has worked with multinationals like Telefonica, Salesforce, Nestlé - specialising in leadership, communication, and diversity programmes.



Raul Aparici

Raul has a diverse background in psychotherapy, management and consulting. Raul is an experienced and entertaining public speaker who has hosted a range of international conferences.



Robert Rowland Smith

Robert is a Fellow of All Souls at Oxford University and works with Thompson Harrison a McKinsey company. He is a psychoanalyst, philosopher and author and has coached some of the most senior leaders in global companies, including at CEO level.



Simon Fanshaw

Simon is an award-winning writer and broadcaster. A co-founder of the influential LGBT charity Stonewall, he now works as a consultant and non-executive director with public and private organisations across the UK.



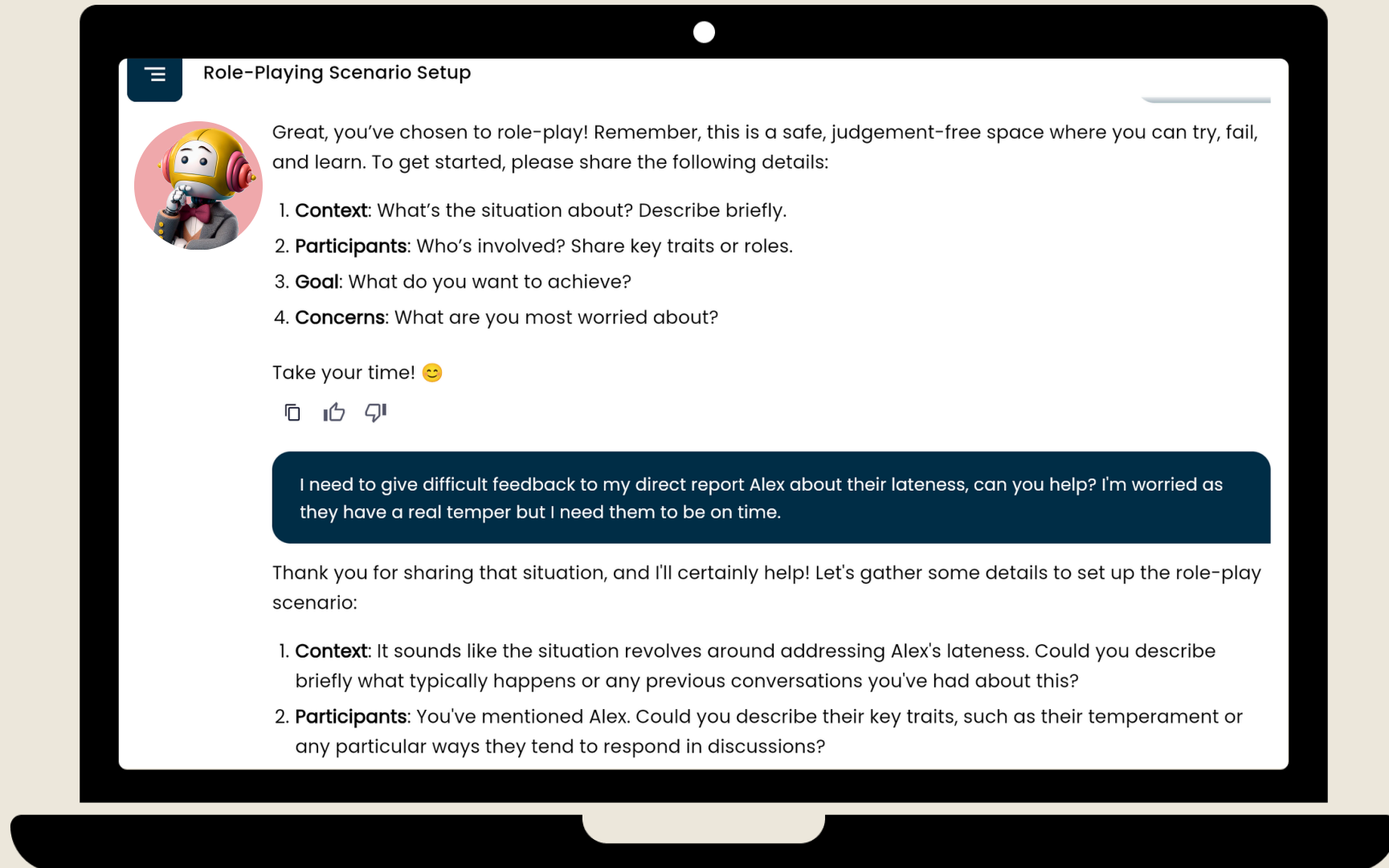
#4

Differentiator

AI Coaching & RolePlay available 24/7

AI is woven seamlessly into our programme. Learners can ask Mentarri coaching questions or practice tricky conversations ad hoc.

Simulated scenario roleplays typically include: feedback, coaching, conflict, managing change & performance conversations.



**We think practical,
immersive,
conversational, highly
supported learning is
the best approach to
leadership
development.**

**And we've spend almost a quarter of a century perfecting
that approach.**



But don't just take our word for it...



A top-tier learning experience that equips apprentices with substantial, immediately applicable skills. Expert-led, structured lessons and innovative, highly engaging, effective teaching methods build confidence, resilience, and real-world capability.

Coaching empowers apprentices to lead teams, manage stakeholders, and make positive improvements which line managers can see. With personalised learning, exceptional leadership support, and a deeply committed team, this is a development experience that drives lasting professional growth and success.

- Ofsted



"Most Innovative Training Provider" 2024





#5

Differentiator

Fortnightly Coach Contact Time

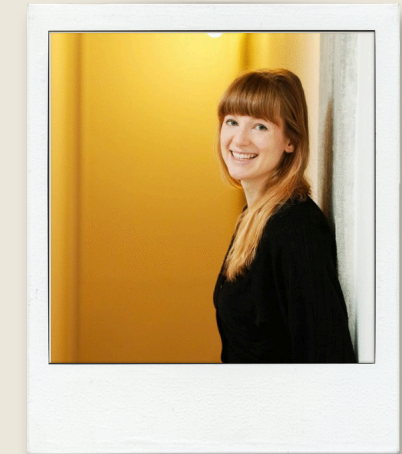
Learners get to see their coach every 10 days on average.

That's a LOT right? Far more than other providers?

Yes. But behaviour change is hard, so people need all the support we can offer.

And what do Development Coaches actually do?

- ☆ **Give helpful feedback on learners' work and keep them motivated to progress.**
- ☆ **Help learners find ways to apply their learning in the flow of work.**
- ☆ **Help learners personalise the programme and do Missions in the right order.**
- ☆ **Provide 121 developmental coaching.**



When do learners see their coach?



6 Development Check-Ins

121s to check on progress and wellbeing



10 Study Groups

To chat with peers and share best practice across industries (optional)



4 Tripartite Reviews

With the line manager present too



1 Gateway Review

To assess readiness for EPA



4 Quarterly Round Ups

To help prepare for EPA



Ad hoc check ins

As much help as needed

**We also offer
UNLIMITED 121
specialist support
for any learners
with additional
learning needs.**

Through our partnership with Support Connect. Whether
monthly, weekly - even daily.

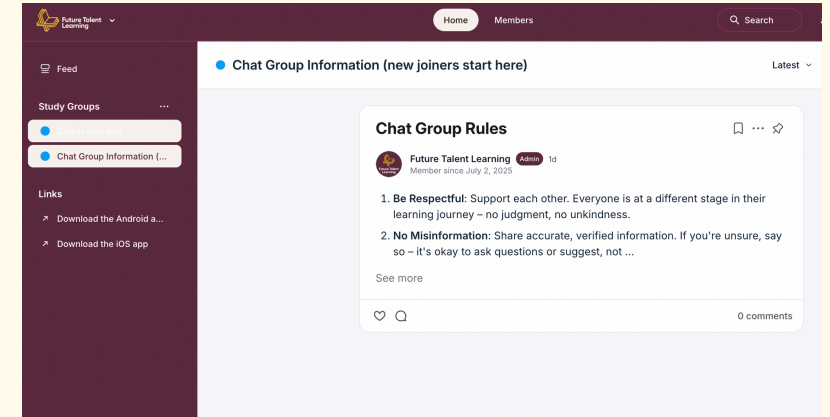
*"The support I've received for my
dyslexia & ADHD has been nothing
short of life changing." Learner 'N' L5*



#6 Differentiator

Learners get a ready made, strategic, support network of peers

Monthly, facilitated **Study Groups** to discuss key ideas and share best practice plus small group, **Study Group chat portals** mean learners never feel alone and can support each other on programme and in their careers.



Monthly Study Groups

Learners come together in small groups every month with their coach to:



- **Discuss a relevant programme topic, for example, 'how to manage a passive aggressive colleague?' or 'what does strategy actually mean?'**
- **Get to know each other.**
- **Share best practice.**



Sample monthly time commitment

Time to block in the diary each week? 6.5 hrs

CPD Learning = reflecting on activities learners are naturally doing outside the programme e.g. reading news articles or attending internal training (48 hrs needed across prog in total)

Mon	Tue	Wed	Thu	Fri
Resources (2hrs)	Work on Mission Task (3hrs) ²	³	Coach Check-In: (1hr) ⁴	CPD learning reflection 0.5hrs
Resources (2hrs)	Work on Mission (3hrs) ⁹	¹⁰	Tripartite: (1hr) ¹¹	CPD learning reflection 0.5hrs
Resources (2hrs)	Work on Mission (2hrs) ¹⁶	¹⁷	Learning Event: (2hrs) ¹⁸	CPD learning reflection 0.5hrs
²²	Work on Mission (4hrs) ²³	²⁴	Learning Event: (2hrs) ²⁵	CPD learning reflection 0.5hrs
Holiday 	Holiday 	³¹	Based on a 54 week prog, with 5 weeks holiday (no learning expected)	

Clients value working with us...

“FTL is a one stop shop for an outstanding learning experience.”



Michael Costain
L&D Director
Costain

“Innovative, collaborative, a pleasure to work with.”



Jennifer Stevens
Talent Manager
PepsiCo

“An outstanding programme to accelerate the development of future leaders.”



Roger Minton
Head of Leadership
Anglo American

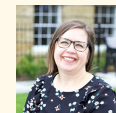
“Participants have nothing but great things to say. We recognise the programme as a key way to retain talent.”

“Working with FTL is exciting and rewarding: excellent service constantly exceeds expectations, innovative solutions & new methods are just some of what sets FTL apart.”

**Want a reference?
Just ask!**



Sam Screpis
Head of Talent
Easyjet



Andrea Varga
L&D Specialist
WWF

And learners love learning with us...

“The most enjoyable, challenging and beneficial course I have done in my career.”

Tara B



“It's really changing how I think about relationships, not just with colleagues but as a friend and parent too.”

John C

ODEON

“Provides a different way of thinking that promotes reflection and discussion rather than trying to get to the 'answer'.”

Sarah Y

Quilter

“The support from my coach is priceless.”

Tom B



“I've changed so much, to the better, colleagues have told me I've noticeably grown.”

Angela W



“I am a completely different person to who I was when I started.”

Megan H



P.S. We also support line managers with dedicated resources and CPD events



There's a whole raft of support and resources available to Line Managers, including:

- **Line Manager CPD online sessions (free learning events to support their growth too e.g. Active Listening and Coaching).**
- **The Line Manager online guide.**
- **Quarterly Line Manager drop in support sessions.**

A person in a light-colored jacket stands on a rocky peak, looking out over a vast sea of clouds at sunset. The sky is filled with warm, golden light, and the clouds are illuminated from below, creating a dramatic, layered effect. The foreground shows the rugged, grassy slopes of the mountain.

Want to find out more?

Mail asmaa@futuretalentlearning.com



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futuretalentlearning.com