



**FUTURE
TALENT
LEADERS.**

Future Talent Leaders Programme.

Developing next
generation talent
leaders for an AI-driven
world of work.



We're proud to introduce the Future Talent Leaders' Programme, created in partnership between Future Talent Learning and Chapter 2.

This programme **builds the practical AI, workflow and management** capability needed by the next generation of Talent, TA, HR, OD and L&D professionals. It helps participants develop the judgement, influence and confidence needed to improve how work gets done in an AI-enabled workplace where expectations, speed and standards are changing fast.

Why are we excited?

Because this isn't just another Talent or leadership course.

It's a time-efficient, **fully funded programme (via the apprenticeship levy)** that helps Talent professionals improve how work gets done: spotting high-value opportunities, running practical pilots safely, building stakeholder alignment, and embedding adoption with measurable impact.

We look forward to welcoming you to the programme.

*Jim Carrick-Birtwell, Founding Partner
David Brammer, Founding Partner
Ewen Haldane, Chief Learning Officer
Sophie Rigby, Operations Director*

EXECUTIVE SUMMARY



Talent, TA, HR, OD and L&D professionals are at the centre of a rapidly changing employee lifecycle. They need to balance human judgement with AI-enabled efficiency, improve workflows in the present, and build capability for the future.

The Future Talent Leaders' Programme (FTLP) equips the next generation of Talent professionals with practical AI, workflow and management capability through a time-efficient, fully levy-funded 12-month programme, where learning is applied directly in the flow of work.

Multi-award-winning learning Immersive virtual delivery combining AI-supported curriculum, live masterclasses, experiential workshops, peer study groups, and 1:1 coaching across the programme.

Qualification outcomes: Level 4 AI & Automation Practitioner Apprenticeship, Microsoft Azure AI Fundamentals certification, and eligibility for full Membership of the Institute of Leadership

Duration

12

Months

Cost

£0

Funding level in England via levy:
£18,000 per person

Time per week

4hrs

Approx. **4 hours** of structured protected learning time, plus applied learning in the flow of work.

Format

1:1

Coaching every 10 days, digital-first learning, 12 Missions, 12 virtual events, 4 masterclass lectures, 10 peer reflection groups.

Qualifications

Lv4

AI & Automation Practitioner apprenticeship qualification

Microsoft Certification Included

AI

Microsoft Azure AI Fundamentals Certification

Who is it for?

For Talent, TA, HR, L&D and OD professionals who lead projects, workflows, improvement activity or change — and now need to use AI confidently and responsibly in their function.

It is designed for people shaping the employee lifecycle: hiring, onboarding, learning, performance, engagement and workforce planning — where AI is already changing expectations, speed and standards. This programme helps Talent professionals future-proof their function: spotting high-value use cases, running safe pilots, improving ways of working, and building adoption across stakeholders.

What does this programme build?

FTLP develops AI-enabled Talent capability for HR, TA, Talent, OD and L&D professionals: practical AI capability, management judgement, human-centred communication and the collaboration needed to improve workflows and land change successfully.

We believe the next generation of Talent professionals need more than technical curiosity. They need the judgement to prioritise what matters, the confidence to work with data and tools, and the capability to improve services, influence stakeholders and support responsible change across the organisation.

A close-up portrait of Steven Bartlett, a man with a beard and short hair, looking slightly to the right. He is wearing a light-colored, ribbed sweater. The background is a plain, light grey color. There are decorative white L-shaped corner brackets in the top-left and bottom-right corners of the page. A vertical teal bar is on the left side of the page.

Future Talent leaders need to lead through complexity — aligning stakeholders, making good decisions, and landing AI-enabled change at pace. FTLP builds these rare, high-value capabilities.

“To be effective now, you don’t need one superpower. You need a stack: judgement, influence, data and AI fluency — and the ability to land change.”

Steven Bartlett, The Diary of a CEO

Future Talent Leaders’ Programme Ambassador

What you'll learn.

FTLP develops the practical AI, management, human and change capability needed to improve workflows and drive change across Talent, TA, HR and L&D. Participants build modern AI fluency alongside the management and human-centred capability needed to embed new ways of working safely, credibly and with measurable impact.

Management capability

Value cases: quantify time saved, quality improved, risk reduced and experience uplift

Priority-setting: choose the right use cases and say no to low-value automation

Strategic alignment: connect Talent initiatives to business outcomes with evidence

Human-centred capability

Self-awareness and coaching: build confidence, trust and stronger performance conversations

Influence without authority: align stakeholders, handle pushback and de-escalate tension

Inclusive practice: design fair processes and spot unintended bias

AI capability for Talent functions

AI fundamentals for Talent: what AI can and can't do, where it fails, and how to evaluate it

Practical AI workflows: prompts, templates, copilots and analysis support

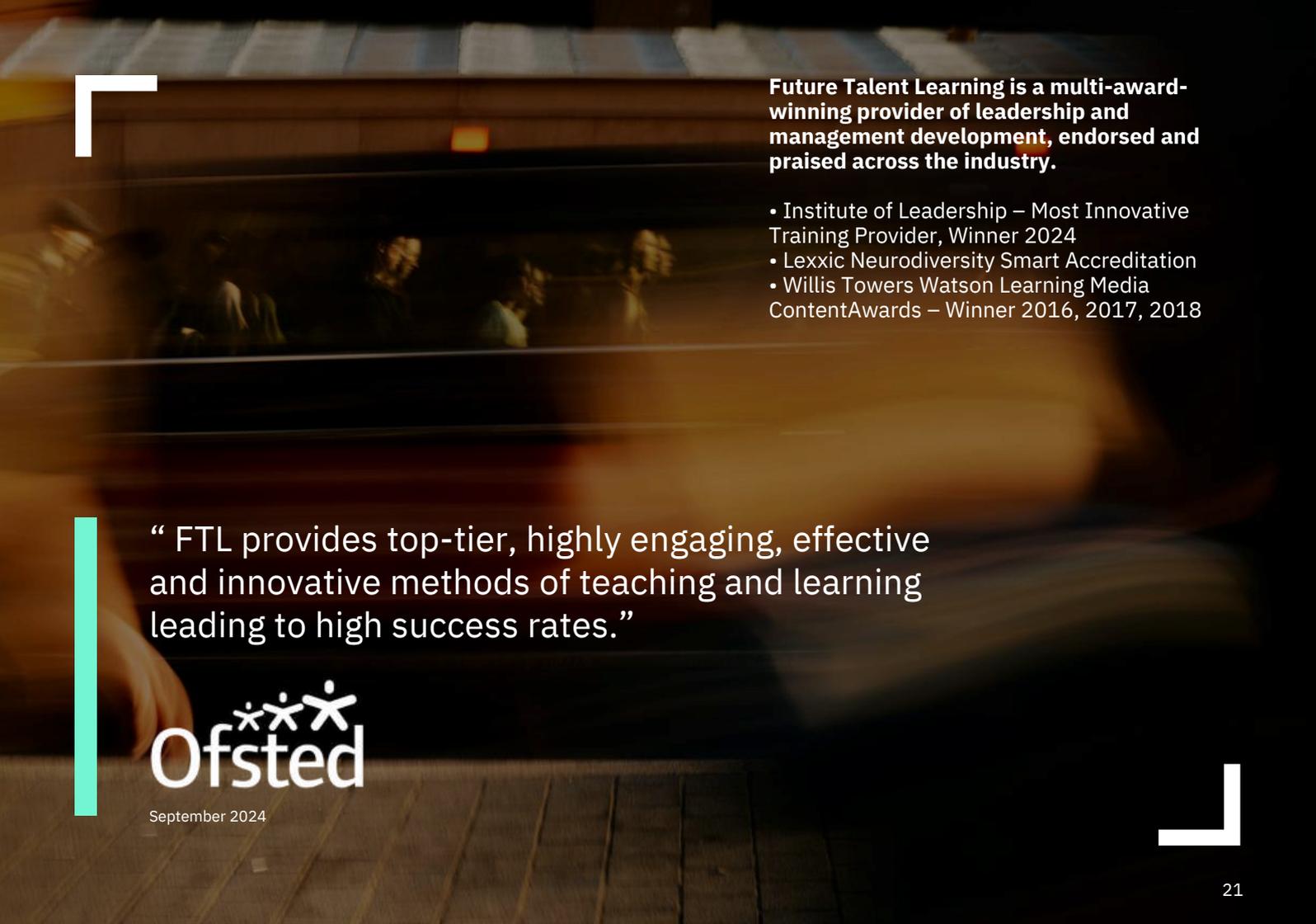
Responsible use and governance: data handling, privacy, bias and transparency

Change and delivery capability

Experimentation: MVP pilots, test-and-learn, quick iterations and decision logs

Change capability: adoption plans, enablement, nudges and communication that lands

Measurement: success metrics, baselines, benefits tracking and improvement loops



Future Talent Learning is a multi-award-winning provider of leadership and management development, endorsed and praised across the industry.

- Institute of Leadership – Most Innovative Training Provider, Winner 2024
- Lexxic Neurodiversity Smart Accreditation
- Willis Towers Watson Learning Media ContentAwards – Winner 2016, 2017, 2018

“ FTL provides top-tier, highly engaging, effective and innovative methods of teaching and learning leading to high success rates.”



September 2024



98% 96% 93% 40%

Report they feel **more effective** as leaders

Become **more agile** in how they approach challenges

Improve collaboration across teams and functions

Promoted within 18 months of completing the programme

85%



Distinction Rate
Market-leading, and far above sector norms

Microsoft Azure AI Fundamentals Certification
Awarded upon completion

Recognised Qualification
Level 4 AI & Automation Practitioner

Institute of Leadership Accreditation
Eligible for full Membership upon completion

12 Monthly missions

Participants complete monthly applied missions designed to improve real Talent, TA and HR workflows in their organisation. Across the programme, they build practical AI capability alongside the management, human and collaboration capability needed to prioritise opportunities, align stakeholders, support adoption and land change successfully.

01. Spot the opportunity

Identify high-value Talent opportunities and set clear priorities

02. Map the talent workflow

Analyse workflows, bottlenecks and stakeholder needs

03. Feasibility and risk scan

Evaluate viability, risk and responsible use

04. Option design

Design improved workflows balancing automation and judgement

05. Tool and platform evaluation

Assess tools against needs, constraints and priorities

06. Solution design workshop

Facilitate alignment and agree practical MVP requirements

07. Configure low-code automation

Build useful pilots that solve real workflow problems

08. Integrate and document

Connect systems and document workflows clearly

09. Test and iterate

Refine outputs through feedback, checks and learning

10. Adoption and training

Support uptake through communication, enablement and feedback

11. Governance and assurance

Build trust through controls, oversight and accountability

12. Measure value and scale

Communicate impact and scale what works

Live learning events

Interactive workshops help participants practise new approaches, discuss real workplace challenges and deepen understanding through guided discussion. Alongside technical AI and automation topics, the event series also develops facilitation, collaboration, stakeholder management, change and communication capability to support real organisational adoption.

01. Which automations really matter?

Prioritise high-value opportunities with measurable organisational impact

02. Process mapping for automators

Map workflows and identify improvement opportunities collaboratively

03. Responsible & ethical AI

Apply governance, judgement and accountability in practice

04. Selecting from the tool landscape

Evaluate tools against real Talent needs

05. Human-in-the-loop-design

Balance automation with oversight, fairness and trust

06. Running a solution design workshop

Facilitate stakeholders to shape practical solutions

07. Storytelling

Communicate ideas, insights and improvement outcomes clearly

08. Relationship building

Build trust and collaboration across talent teams and stakeholders

09. Leading change

Support teams through change and organisational transformation

10. Collaboration

Work effectively across operational, digital and technical teams

11. Problem solving

Use structured thinking to diagnose and solve complex talent problems

12. Stakeholder management

Align stakeholders around automation priorities and improvement goals

Live peer study groups

Monthly coach-facilitated study groups provide a structured space to exchange ideas, share challenges and explore how learning can be applied in real Talent, HR and L&D contexts. The sessions are designed to strengthen judgement, influence, communication and practical decision-making alongside AI and workflow capability.

01. Find the use case

Prioritise high-value Talent workflow opportunities

02. Map the workflow

Spot friction, delays and duplication

03. Balance humans and AI

Decide where oversight matters most

04. Design better hiring

Improve hiring and onboarding workflows

05. Improve learning workflows

Apply AI in L&D responsibly

06. Build stakeholder buy-in

Align HR, Talent and business leaders

07. Run safer pilots

Test ideas without creating avoidable risk

08. Manage AI risk

Address privacy, bias and accountability

09. Embed adoption well

Support training, comms and behaviour change

10. Measure what matters

Track ROI, quality and time saved

11. Influence without authority

Build credibility across complex stakeholder groups

12. Lead Talent through AI

Future-proof Talent capability and judgement



The business case for the AI-enabled Future Talent Leaders' programme is clear

AI-enabled talent leadership

Most Talent, HR and L&D teams are being asked to do more with less, while AI is changing expectations fast. FTLP builds the practical AI, workflow and management capability needed to improve core Talent workflows and support adoption safely across the organisation.

“The world demands reinvention.”

PwC CEO Survey 2025

ROI from AI + change capability

When budgets are under pressure, capability development needs to produce visible outcomes. FTLP is applied, work-based learning: participants improve workflows, adopt AI responsibly and measure impact through time saved, quality improved and risk reduced.

74% of organisations struggle to scale value from AI.

World Economic Forum, 2025

Retention + Progression (AI Era)

FTLP accelerates progression for high-potential Talent professionals by building judgement, influence, change capability and practical AI fluency. Participants become the people who can translate strategy into adoption and measurable outcomes.

4 out of 5 CEOs report that reinventing leadership is critical to organisational survival

PwC CEO Survey, 2024

Some programmes just leave people to get on with it. That rarely works out.

In the Future Talent Leaders' Programme, participants receive a huge amount of personalised support every step of the way.

Every participant receives

- Touchpoints and 121's with their personal development coach every 10 days (25+ sessions).
- Tripartite Reviews with both the coach and the line manager.
- Facilitated peer study groups focused on applying learning to real talent challenges, led by expert coaches.
- End Point Assessment (EPA) 121 coaching and guidance post Gateway (resulting in 100% pass rate, and 85% distinction rates).
- 24/7 AI coaching, role play simulations and conversational learning with Mentarri, our AI learning platform.

A strategic network of talent peers

We also simulate the other major benefit of an MBA by building internal and external networks of peers for our learners to interact with across the 12 month programme.

Participants get to enjoy:

- **Quarterly Meet Ups** - in person to build relationships and networks with other peers on the programme
- **Events** - Twice a year, we will host an afternoon event for all learners, with guest CPO speakers and founders.
- **Graduation Party** - We host a graduation event for you and your fellow learners to celebrate your achievement.

We deliver maximum impact in minimal time, underpinned by three core principles:

Practical & Applied

Our programme doesn't pile on academic study or abstract assignments. Instead, missions are designed around the tasks talent professionals are already doing in their day jobs: managing people, stakeholders, projects and change; delegating, setting strategy, giving feedback, and hundreds of other core tasks.

All of these activities count towards the time requirement. What changes are the behaviours and mindset. Learners pause to reflect on these activities, practise new techniques, and capture evidence. Everyday work becomes the classroom. "Applied learning means you don't stop working to learn; you learn while working."

Supportive & Scaffolded

Short bursts of 121 personalised human coaching every 10 days, Study Groups, structured line manager engagement and nudges create a high challenge / high support environment where behaviours embed quickly.

Neuro-inclusive by design

Learners are too busy to guess at what we're saying. We offer clear scaffolding, explicit instructions, accessible fonts and colours, multiple learning modalities, upfront screening for additional learning needs and unlimited 121 support for learners with dyslexia, ADHD, autism and other additional learning needs. This makes learning faster, clearer and less frustrating for all learners — not just those with additional needs. When we design for accessibility and inclusion, everyone progresses faster.

Where Human Skills Meet Cutting Edge Tech

Mentari is your 24/7 AI-powered learning companion - a conversational coach that helps you build real-world skills faster, smarter, and more personally than any traditional course.

It's personalised learning that feels less like studying - and more like talking to someone who just gets it.

Instead of static playlists or endless pre-reading, Mentari turns learning into a series of interactive conversations.

Learners chat with Mentari before, during and after each task to get instant, tailored guidance for their real-world context.

Use Mentari to:

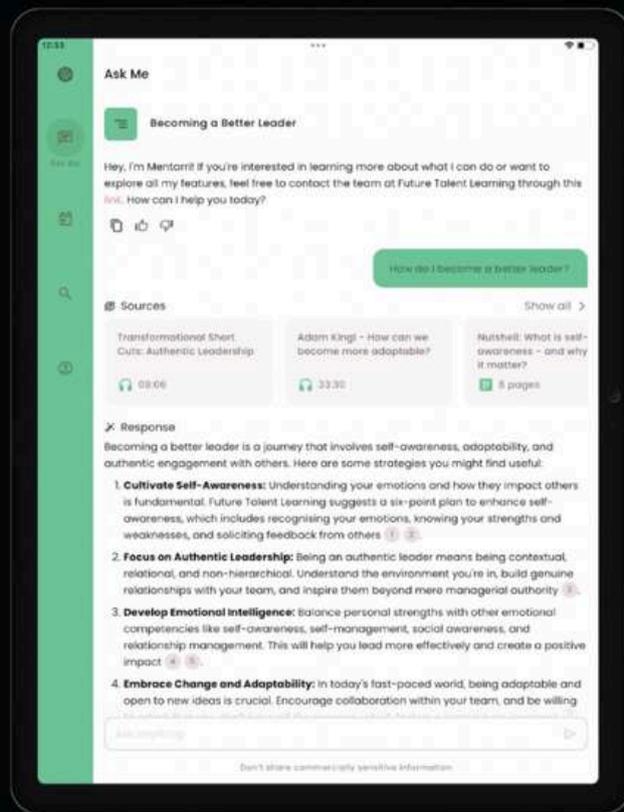
- Prepare for real situations — from feedback to team meetings
- Reflect on what's working (and what's not)
- Practise through ad-hoc simulations and roleplays

Concise, relevant, practical.

Every interaction moves you forward.

Mentari is the 24/7 coach that never sleeps, driving rapid behaviour change via a powerfully simple learning loop of

Conversation → Application → Reflection.



The programme embeds core AI skills and capabilities for every future talent leader



Microsoft Certified: Azure AI Fundamentals

Included free of charge within the programme.

Every learner gains a globally recognised Microsoft certification covering the core principles of AI and machine learning, how Azure AI services work, and the essentials of responsible AI - strengthening each participant's digital fluency and confidence in leading AI-enabled people and talent strategies.



We know that 'time' is the investment required.

So we've made the programme super-time efficient.

The emphasis is on learning applied in the flow of existing work.

Here's why our model saves time without sacrificing quality

12 months vs 18 or 24 months elsewhere

Our programme is six months quicker, with market-leading outcomes.

Only 4 hours is "blocked time"

The rest, 3-4 hours, are captured as applied learning (which we know more than exceeds the required 6.5 hours per week).

Applied learning in the flow of work

Leaders reflect on and improve activities they already do.

121 personalised human coaching every 10 days

More than 25 touchpoints, delivered in short bursts rather than long classroom sessions.

Post-Gateway EPA support

Dedicated coaching continues right through the end-point assessment period, helping learners complete efficiently without delays.

Neuro-inclusive scaffolding

Clarity, structure and unlimited support reduce time lost to confusion or rework.



Everyday activities become learning moments - so growth takes less time, and sticks for longer



Nick Dormor, Leadership Development

"FTL's Programme has become the core of our leadership development strategy. The FTL team are slick, responsive and a pleasure to work with."

Babcock – Highly Customised Leadership Development at Scale



Rebecca Keeble, Talent Lead

"The engaging content, relevant skills areas and different format mesh so well with how we work day to day."

M&S – Developing Emerging Leadership Talent



Roger Minton, Head of Leadership

"An outstanding programme to accelerate the development of future leaders."

Anglo American – Leadership at a global scale



Sam Screpis, Head of Talent

"We recognise FTL's programme as a fantastic way of retaining our top talent."

EasyJet – Upskilling top talent for the Future



easyJet

“ The programme is not just classroom-based teaching and training. It gets you involved and helps you put things into practice quickly and effectively. ”

Charlotte Booton, EasyJet

M&S

“ The fresh activity-led elements seen in the Transformational Leadership Programme make all the difference, we don't want to be talked at; we want to be involved from the outset. ”

Rebecca Keeble, M&S

ODEON

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

John C, Odeon

Quilter

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

Sarah Y, Quilter



DIGNITY

“ The support from my coach is priceless. ”

Tom B, Dignity



Hampshire County Council

“ I've changed so much, colleagues tell me I've grown noticeably. ”

Angela W, Hampshire County Council

Meet the experts who bring our learning to life.

Our faculty combine academic depth, real-world experience and human insight — helping every learner translate big ideas into everyday leadership practice.



James Fulton
Leadership & Succession
Planning Expert

James has led leadership and talent strategy in global organisations such as Goldman Sachs. He helps executives design succession pipelines, stretch senior talent and secure long-term leadership continuity.



Simon Fanshawe OBE
Diversity & Inclusion Strategist

Simon is a broadcaster, writer and founder of Diversity by Design. He helps boards move beyond compliance to embed inclusion as a driver of innovation, performance and legitimacy.



Susan Kahn
Author

Susan brings psychological depth to resilience and wellbeing, and is author of the bestselling book Bounce Back on Resilience and coaches C-suite leaders at companies like Apple on wellbeing and how to keep energised.



Robert Rowland Smith
Philosopher, Author & Consultant

Robert is a philosopher, author, poet and consultant with expertise in organisational culture and transformation. A former Oxford Professor and MD of a Change Consultancy, Robert helps leaders deliver systemic and cultural change with credibility.

FACULTY & SPEAKERS



Fiona Buckland
Leadership Coach, Author
& Former Senior Amazon Exec.

Works with NGOs, creatives and multinationals on purpose and resilience. Experienced facilitator with Cabinet Office and large corporates.



Adam Kingl
Author & Former Executive Director at London
Business School

Advisor to Fortune 500s and global consultancies. Previously at Ashridge and Duke CE. Recognised expert on purpose-driven leadership and generational change.



David Baker
Founding Editor of Wired Magazine

David specialist in leadership, organisational design and innovation. He works with blue-chip firms and public bodies on leadership transformation. An experienced speaker and BBC radio presenter.



Reima Shakeir
Global Leadership Educator & Systems Thinker

Dr. Reima Shakeir is an internationally recognized scholar, author, and consultant with expertise in communications, with a specialty in interpreting power dynamics within organisational systems.



Sonja Kresojevic
Transformation & Innovation Leader

Sonja is a former FTSE-level transformation leader and author. She helps leaders embed innovation into everyday practice, creating the conditions for experimentation and long-term growth.



Sarah Blumenau
Executive Coach & Leadership Presence Specialist

Sarah is an executive coach and RADA trainer with deep expertise in impact and authority. She helps senior leaders command respect in boardrooms and high-stakes environments.



A practical, levy-funded alternative to expensive executive programmes — building AI-enabled Talent leadership through applied, work-based learning.

“FTLP is unusually practical. It helps forward thinking Talent teams move from AI curiosity to real workflow improvements — with clear governance and measurable impact. The fact it’s levy-funded makes it a no-brainer to upskill whole talent functions at scale.”

Louise Brown, HSBC, FTLP Ambassador



Key Contacts



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