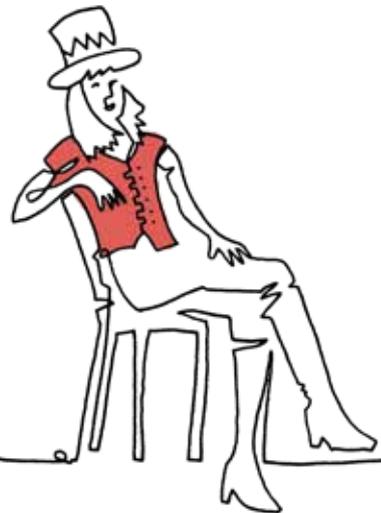
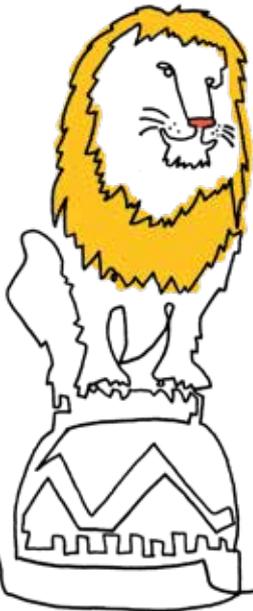




Future Talent  
Learning

# THE TRANSFORMATIONAL LEADERSHIP PROGRAMME

*Developing the soft skills and  
confidence to lead through change*



# WELCOME TO THE TRANSFORMATIONAL LEADERSHIP PROGRAMME

**The Transformational Leadership Programme is designed to empower your employees with the skills, behaviours and mindset needed to future proof themselves and your organisation. The learning will support upskilling graduates, aspiring managers and your existing managers to develop and practise the core interpersonal and human skills that are vital to make sure that they continue to embrace and adapt to the constant changes that we see across our businesses.**

At Future Talent we are committed to delivering world-class, highly engaging learning that your employees will be able to immediately apply and practice in their roles.

We have worked to create a virtual, truly flexible and modern programme that blends e-learning and virtual simulations/gamifications with personalised one-to-one coaching for every participant.

This brochure will explain how it works, what to expect, and the benefits from doing the programme.



**Jim Carrick-Birtwell**  
CEO & Founder,  
Future Talent Learning



Some of the organisations that we are proud to be working with:



# WHY DO WE NEED A TRANSFORMATIONAL LEADERSHIP PROGRAMME?

## **T**he workplace has changed.

The certainties of old are gone and to succeed today, a business needs to be aware, responsive and sometimes disruptive. And to achieve this, it needs people with an agile mindset, a sophisticated set of 'soft skills' and the confidence to lead in uncertain times. But that's something you can struggle to gain from conventional 'chalk and talk' training.



**That's why we developed the Transformational Leadership Programme.** As you'll see from this brochure, it covers similar content to an MBA but with greater emphasis on the emotional intelligence and soft skills needed to succeed in the modern workplace.

As a participant, you'll enjoy a rich mix of digital content, including interactive games and immersive exercises as well as the chance to apply what you've learned, pretty much from day one.

The result is learning that doesn't feel like learning, and that's both more rewarding and more productive.

# WHAT THREE BEHAVIOURS DO FUTURE LEADERS MOST NEED?

**T**echnology is disrupting the world of work. But technical skills alone aren't enough to achieve the near-Herculean task of organisational transformation. That requires a sophisticated set of soft skills. And the right mindset.



Our Programme therefore fosters a wide variety of skills, including self-awareness, critical thinking, decision making and communication. But above all, we focus on three behaviours:

- 1 the ability to work in more **agile** ways,
- 2 the people skills to **collaborate** effectively and
- 3 the mindset to see organisational **transformation** as an opportunity and not as a threat.



# WHAT IS THE FUTURE TALENT 'ACT' MODEL FOR LEADERSHIP BEHAVIOUR?



## A

### Agile

The era of top down, five-year plans is over. Agile leaders must work in leaner and smarter ways if they are to respond to volatile and uncertain commercial circumstances and discover what works (and what doesn't work) as quickly as possible.

**'No plan survives first contact with the enemy.'**

*Helmuth von Moltke*

## C

### Collaborative

The romantic ideal of the lone-wolf entrepreneur sitting alone, unencumbered by anything except their genius, still exists. But in most part, it is just a myth. Most successful leaders collaborate. They embrace a diversity of perspectives and also make sure that every member of the workforce feels like they belong and understand where the business is heading - even if they work remotely.

**'None of us is as smart as all of us.'**

*Kenneth H. Blanchard*

## T

### Transformative

Organisations that don't change don't last. And organisations that don't learn, don't change. However, transformation in business often requires a sophisticated ambidexterity: the ability to forge new paths, while also keeping legacy operations on track. The most successful leaders therefore commit to continual learning so they are able to shape change rather than simply responding to it.

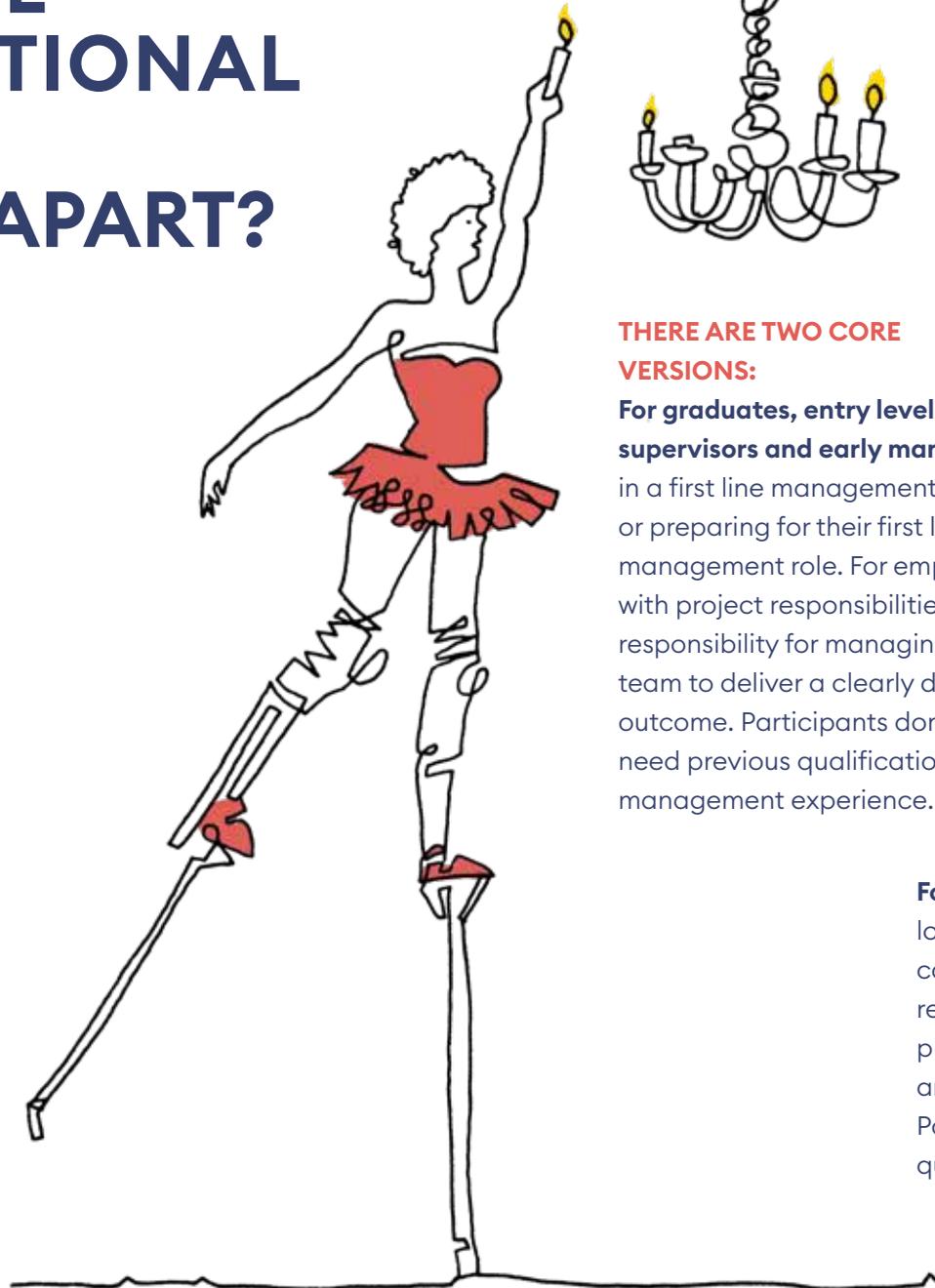
**'Innovation is the ability to see change as an opportunity rather than a threat.'**

*Steve Jobs*

# WHAT SETS THE TRANSFORMATIONAL LEADERSHIP PROGRAMME APART?

**T**he Transformational Leadership Programme enables participants to develop the skills, behaviours and mindset they need to become transformational leaders, in a dynamic and directly applicable way.

It offers a seriously high level of personalisation, with one-to-one coaching via Teams as well as interactive webinars and immersive digital simulations, developed by institutions such as Harvard and Wharton and used by the likes of MI6 and Google. This makes it ideal for learners who are working remotely or who are unable to meet regularly face-to-face.



## THERE ARE TWO CORE VERSIONS:

**For graduates, entry level staff, supervisors and early managers** in a first line management role or preparing for their first line management role. For employees with project responsibilities or responsibility for managing a team to deliver a clearly defined outcome. Participants don't need previous qualifications or management experience.

**For managers at all levels** looking to hone their people and commercial skills. You'll have responsibility for teams and/or projects, and achieving targets and or leadership objectives. Participants don't need previous qualifications.

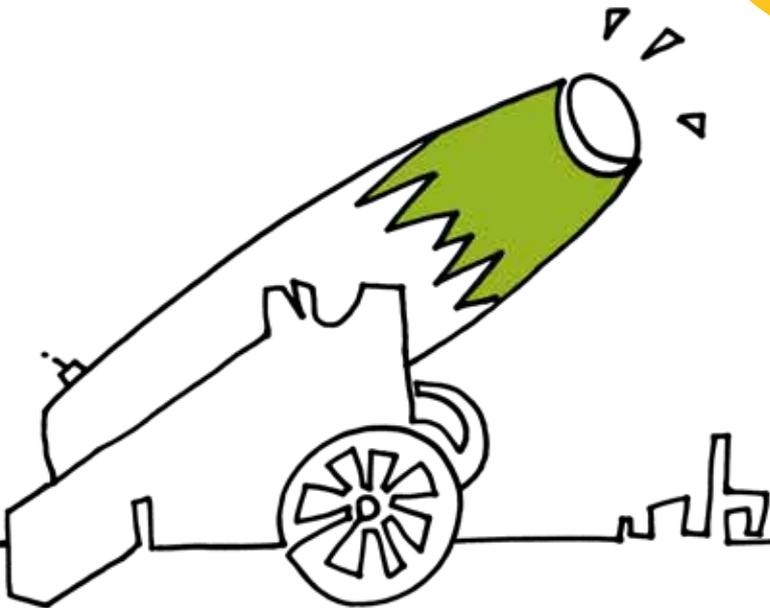
# WHY SUCH A STRONG FOCUS ON CHANGING BEHAVIOUR?

**W**orkplace learning can be hard work. Yet only around 10% of traditional programmes result in any noticeable behaviour change.

At Future Talent, we've spent more than 10 years exploring the changing world of work, and what we might learn from wider culture, in order to develop a more effective type of workplace training. And one thing's for certain: we learn (and lead) best when we don't just reflect but also act.



That's why our programme gives participants the opportunity to practise what they've learned in a challenging but supportive virtual environment. They learn how to handle ambiguity and how to adjust to new commercial realities; a vital foundation for bringing about transformational change in the real world.



# DIFFERENTIATING FACTOR 1

## 1 We give participants highly curated, bite-sized doses of content

A lot of training fails because learners haven't spent enough (or any) time preparing for sessions.

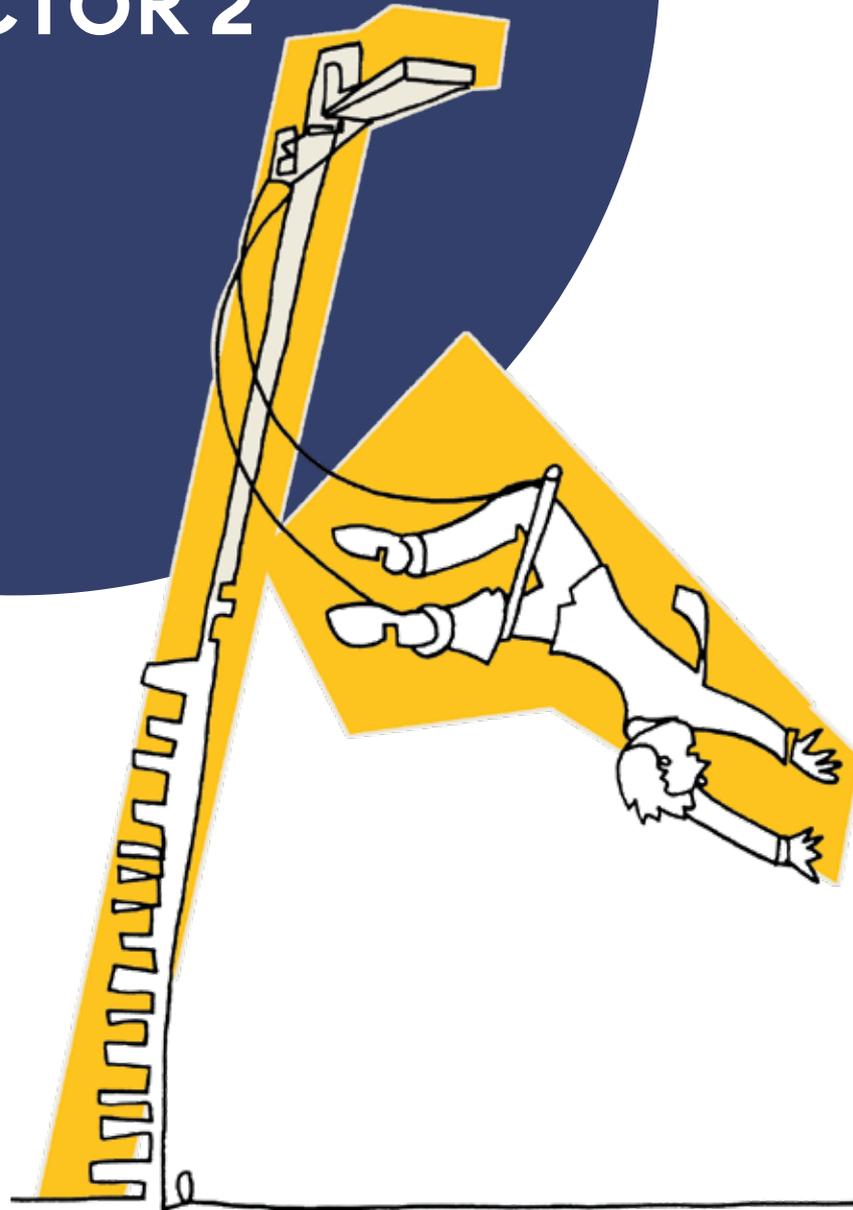
This can result in a dull download of information, rather than an opportunity for learners to play with ideas they've already explored.

### So what?

We don't swamp learners. We provide daily doses of bite-sized content that give them a solid understanding of the theory before they put it into practice.



# DIFFERENTIATING FACTOR 2



2

## We provide a safe space in which to try out new behaviours

Learning doesn't just happen in our heads. New behaviours must also be embodied in our hearts and instincts.



This means we need to rehearse new skills, even when it feels awkward at first. Just as pilots must first land a plane in a simulator, practice is critical when learning and mastering a new behaviour at work.

### So what?

We provide a series of immersive experiences, developed by business schools like Wharton and Harvard, and used by organisations like Google and MI6, both digital and where possible, physical, enabling participants to practise new behaviours in a safe space with just the right mix of stretch, challenge and support.

# DIFFERENTIATING FACTOR 3

3

**We support people to apply what they've learned in their day-to-day work**

**A peculiar feature of much workplace training is that we're expected to learn something once and retain it for months, or even years.**

But our brains are more like sieves than buckets. We forget the majority of what we take in. To solder new neural pathways, we need to practise new behaviours. And to practise them again. And again. And the sooner and more often that learning gets applied in real-life situations, the more likely it is to stick.

Often, this also involves unlearning behaviours that have previously worked quite well for us, as what got us to this point is rarely enough to get us to the next one.

### **So what?**

We've created practical exercises that can be easily integrated into each participant's working day, with support from their line manager and from a dedicated personal coach.



# WHAT DOES OUR TRANSFORMATIONAL LEADERSHIP PROGRAMME COVER?

Our eight modules focus on the essential hard and soft skills to help employees develop the mindset and behaviours to thrive. Think of it like a mini MBA. The modules are structured to cover the development journey of transforming self, transforming relationships and transforming business.

**SELF-  
AWARENESS**

**MANAGEMENT  
OF SELF**

**COMMUNICATION**

**BUILDING  
RELATIONSHIPS**

**LEADERSHIP &  
MANAGEMENT**

**PROJECT  
MANAGEMENT**

**DECISION  
MAKING**

**BUSINESS  
TRANSFORMATION**

# ONE-TWO-ONE PERSONAL COACHING



**W**ith the Transformational Leadership Programme, each learner has a dedicated coach to guide them through a personalised curriculum.

Participants interact with their coach for between two and three hours each month virtually, using online platforms.

That's a lot of support. But we believe that regular encouragement from a personal coach is critical to success.



# VIRTUAL ACTION LEARNING SETS WITH RELEVANT PEERS

Learners on the Transformational Leadership Programme are invited to participate in a series of regular virtual action learning sets over Teams, facilitated by their coaches.

These sessions are a powerful form of peer learning and can also help to build connections between colleagues in different locations who don't have the opportunity to meet regularly face-to-face.

We can also arrange peer learning in mixed sessions with learners from different organisations, providing a broad range of perspectives.



# WHAT DOES A TYPICAL MONTH LOOK LIKE?



**DAILY (30 MIN)**

Curated reading, listening and watching



**FORTNIGHTLY (60 MIN)**

Online coaching via Zoom or Teams



**WEEKLY (60 MIN)**

Application of learning to projects



**EVERY 6 WEEKS (1/2 DAY)**

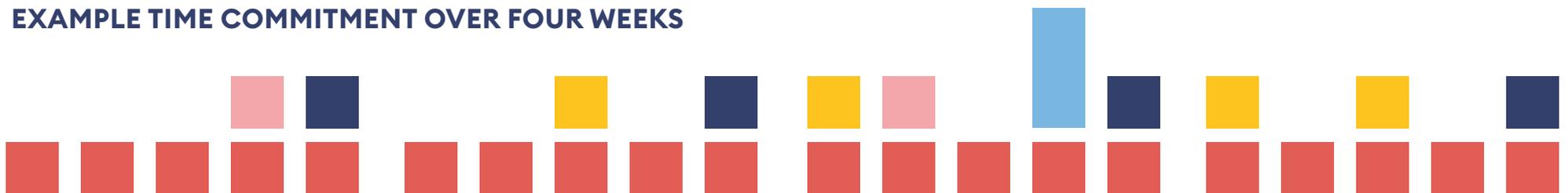
Interactive digital training simulation



**WEEKLY (60 MIN)**

Answering set questions and journaling

## EXAMPLE TIME COMMITMENT OVER FOUR WEEKS



# A SAMPLE SELECTION OF OUR VIRTUAL SIMULATIONS

## CRISIS SIMULATOR: A VIRTUAL DECISION MAKING GAME

**P**articipants are presented with an interactive simulation where they must hone their decision-making skills in a time-pressured crisis scenario (all from the safety of their office chair).



## PLAYING THE LEADING ROLE: ROLEPLAY WITH RADA (ROYAL ACADEMY OF DRAMATIC ART)

**B**eing an influential leader requires physical and vocal presence, gravitas and the ability to flex styles.

In this interactive online webinar, participants explore how to tell stories that engage and move others using narrative techniques from the worlds of art and literature. They also discover how to negotiate tricky questions and think on their feet in order to step into the spotlight with grace and confidence.





# FINANCIAL DECISION MAKING: A VIRTUAL E-LEARNING GAME IN THE DRAGON'S DEN

Over the course of a few weeks, participants play an online game based on observing licensed footage from the BBC's Dragon's Den TV show.

This interactive game increases their commercial confidence and helps them develop new skills around financial decision-making, budgeting and forecasting.

# POWER AND INFLUENCE: CHANGE MANAGEMENT SIMULATION

Participants explore four scenarios for managing change within a virtual sunglasses factory.

Over a simulated period, they must try to persuade as many key members of staff as possible to adopt an organisation-wide change initiative, while maintaining credibility.



**HARVARD BUSINESS SCHOOL**  
CHANGE MANAGEMENT SIMULATION: POWER AND INFLUENCE

Relationship Network

PREPARE: ANALYZE: DECIDE:

student preview  
Director, Product Innovation

WEEK 1 OF 96

1 OF 20 ADOPTERS

CRITICAL MASS

ORGANIZATIONAL PHASE OF ADOPTION

1 MOBILIZE

CREDIBILITY  
6 of 10

CHANGE EFFICIENCY RATIO  
N/A

Dashboard

Henry Adams

Michelle Barth Andrew Chan

Paul O'Arcy Deborah Edge Luke Fior ANAWARENESS Mary Giannelli ANAWARENESS Leslie Harris ANAWARENESS

Bob Ingram You Diane McHatt Ian Newman ANAWARENESS Sam Puffer ANAWARENESS

Walt James Yao Li Mark Roberto Louise Orysh Regina Quinn

Paul Scherian Anne Thompson

# HOW TO HAVE YOUR WAY WITH WORDS: INTERACTIVE WEBINAR

**A** huge proportion of workplace communication is now digital. Yet so many emails, PowerPoints or briefs are unclear, over-complicated or just plain boring. And when communicating digitally, a lot more can go wrong...

In this interactive webinar, we explore the principles of good writing to help participants find their voice, whether they are texting their boss or emailing a colleague.

# WHAT'S IN IT FOR PARTICIPANTS?

The chance to become more confident and effective leaders – and to enjoy the process.

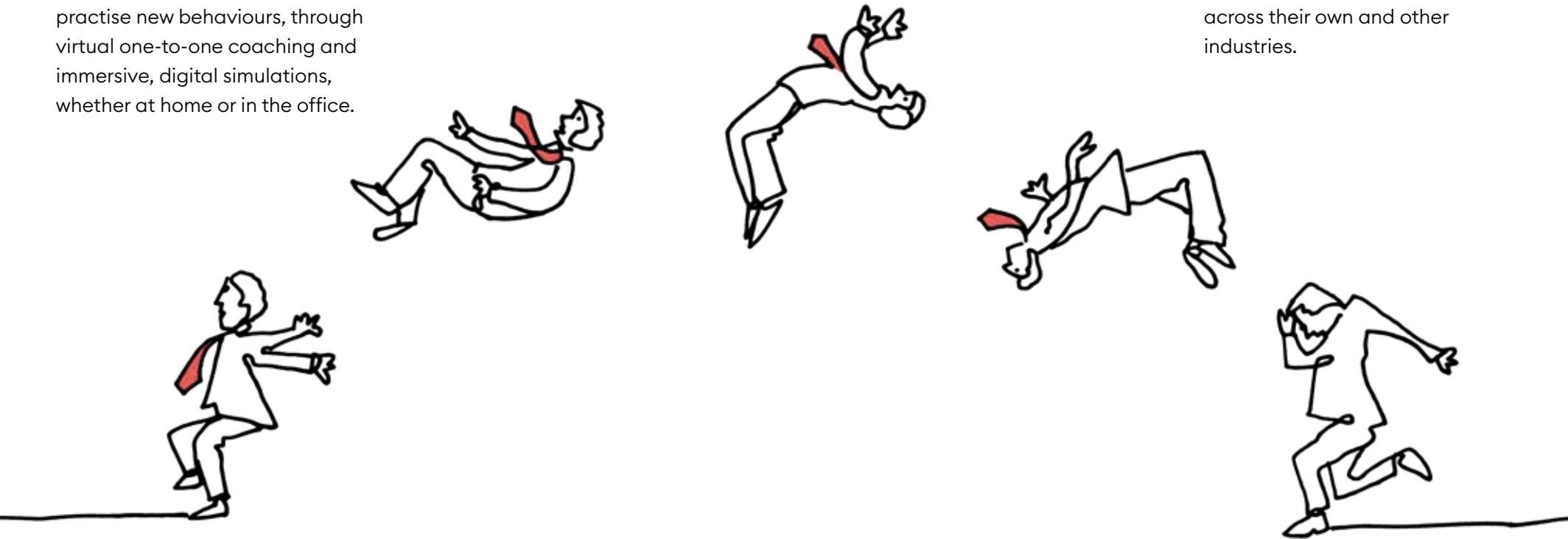
## World-class e-learning from wherever they are based –

Participants can learn and practise new behaviours, through virtual one-to-one coaching and immersive, digital simulations, whether at home or in the office.

**Emotional intelligence and essential ‘soft’ skills** – According to Stanford University, only 25% of long-term career success depends on technical knowledge; the rest is all soft skills. That’s why we focus our energies there.

## A powerful peer community –

Participants can build a diverse digital network of creative collaborators made up of peers across their own and other industries.



# WHAT ARE PEOPLE SAYING ABOUT OUR APPROACH TO LEARNING?

‘I really enjoy it and I can’t pull myself away from it. Once I start I just want to keep going. I really like the fact that there is a variety of the resources (ie: reading, watching and listening)’

‘Even a week and a half into the program I feel like I’m already seeing benefits. It feels like therapy, opening my eyes and making me question my approach to things both within work and outside’

‘I like the range of topics covered, and I have particularly strong interests around the softer side of leadership development and look forward to them. I also like the fact that exercises are interspersed with reading/video materials to keep it engaging’

## HOW CAN I FIND OUT MORE?

To find out more please drop us a line at [learning@futuretalentlearning.com](mailto:learning@futuretalentlearning.com) and we'd be delighted to have a call or meeting with you to talk to you about our learning programmes.



**Future Talent  
Learning**