



**Future Talent  
Learning**

# **Transformational Manager Programme for Public Servants**

**Developing the 21st Century Public Servant  
Custom Level 3&5  
Leadership and Management  
Apprenticeship Qualifications**

---

12 month, fully funded, AI-enabled, management programmes, designed specifically for local government and public service managers.

# Why is management and leadership capability required so urgently?

Public service is changing fast. The pressures of change are real.

Devolution and local government reorganisation have heightened the transformation agenda.

Accidental managers and future leaders need transformational capabilities to rise to the challenge: Human, change, AI, project and commercial skills.

Levy funding needs to be utilised to unlock this skills shift in a sustainable way.

Our upskilling programmes address this need directly.

We deliver award-winning management apprenticeships, as well as Microsoft AI Fundamentals Certification for every learner.

The investment required is time. So we've also reimagined applied learning to create time-efficient learning that's specifically adapted to the realities of local government.

This prospectus explains how the programmes work for employers and learners.

Jim Carrick-Birtwell  
Founder & CEO

## Who are we?

---

Future Talent Learning is a multi award-winning learning organisation.  
We specialise in helping managers strengthen their human, digital, and transformation capabilities.  
We do this through experiential, time-efficient, AI-enabled apprenticeship programmes.

ODEON



AstraZeneca



NATS

easyJet

ASOS

Community  
Fibre



OXFORD  
UNIVERSITY PRESS

AngloAmerican

Quilter



Hampshire  
County Council

DIGNITY  
PLC

ACADEMY

# What makes our programme specific to local government?

---

We have specifically mapped the skills developed in the programme to the **10 new characteristics for the 21st Century Public Servant** from the research by Birmingham University, 2024.

- **Designed for Councils** → Topics contextualised to local govt. realities.
- **21st Century Public Servant Framework** → Skills in systems thinking, change, collaboration, adaptability.
- **Public Sector specific Study Groups** → Facilitated study groups tackling live council challenges, facilitating peer networks across organisations.
- **1:1 Human Coaching** → Regular contact every 10 days - industry leading levels of support that beat what you'd find in the private sector
- **AI Coaching** → AI simulations built around public-sector scenarios.
- **Neuro-inclusive by design** → Extensive adjustments for accessibility throughout the curriculum which we believe is helpful for all learners.
- **Market-leading outcomes for Public Servants** → 85% Distinction rate at EPA and over 70% completion rates (QAR).



# The business case for developing transformational managers in the public sector is clear

## Leading through change is a universal need in councils today.

Managers at all levels need the confidence and competence to make decisions in real time, communicate effectively, and influence a wide range of stakeholders to deliver change.

The programme meets this need directly. It's designed to scale capability rapidly, with impact. **It's built around the real challenges faced by public sector managers, with recognised apprenticeship qualifications, as well as sought-after Microsoft AI Fundamentals Certification.**

---

**4 out of 5 of CEOs say a new approach to leadership is critical for survival.**

PwC CEO Survey (2024)

**Management development is the #1 global L&D priority.**

Deloitte (2024)

**Resilience, analytical thinking, AI, leadership & social influence are in the top 10 global skills.**

World Economic Forum (2025)

**Organisations with strong leadership pipelines are 2.4x more likely to outperform peers.**

McKinsey (2023)

**We've partnered extensively with councils.  
So we're in a unique position to design a programme that  
really works.**



***The best leadership training course I've been on.***

*It tailors learning to my learning style, has been a revelatory journey in self-awareness and growth, and has enabled me to collaborate across different research councils, as well as navigate complex organisational challenges more confidently.*

**Level 5 Learner, UKRI (UK Research and Innovation)**

---



# Who's it for?

---

For aspiring and existing managers.

For public servants navigating complexity, collaboration, and continuous change.

For building management fundamentals in accidental managers and future leaders.

For managers leading through change.

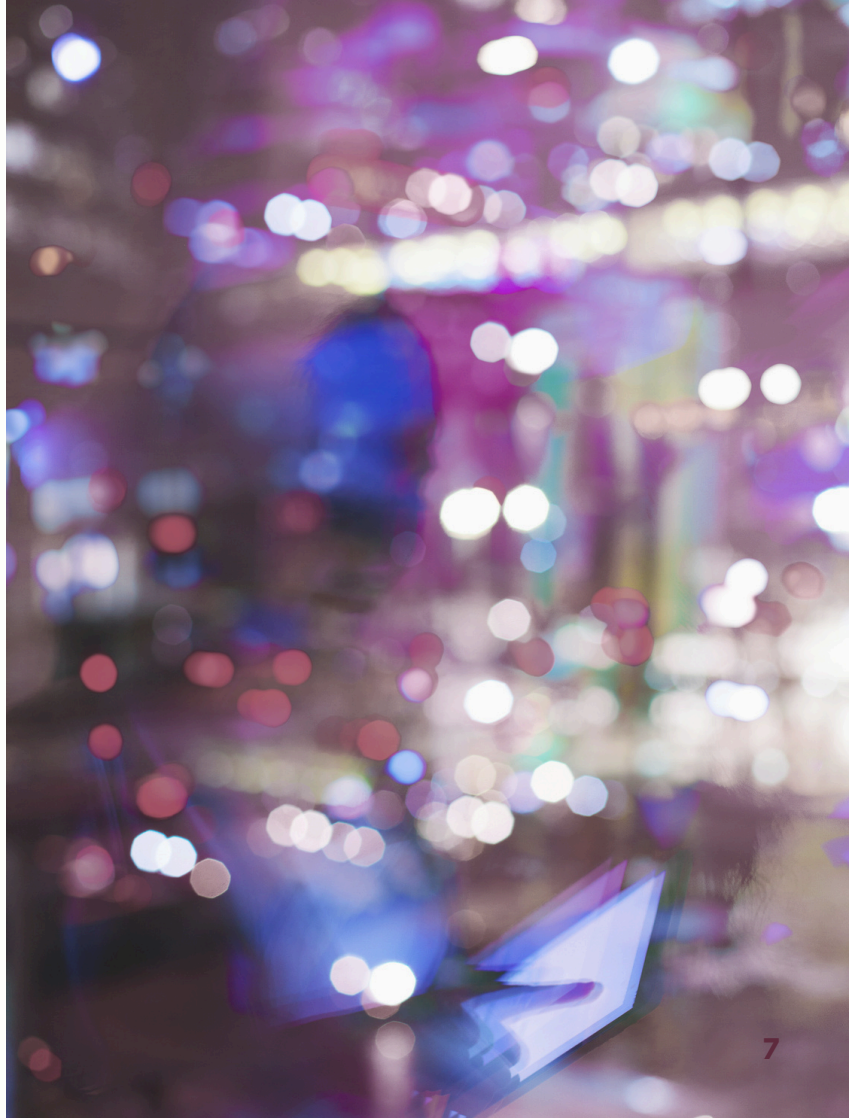
For managers collaborating across agencies and communities to deliver better local outcomes.

For managing teams and building relationships with a wide range of stakeholders.

For public servants requiring political-savvy.

For developing foundational AI literacy and fluency.

For an approach to work that's  
**Agile, Collaborative and Entrepreneurial.**



## Essential course information

---

- ✓ **Apprenticeship Standards available:** Team Leader (L3) or Operations Manager (L5)
- ✓ **Duration:** 12 months
- ✓ **Time Commitment:** 4 hrs of blocked learning p/w plus applied learning time of 3-4 hrs
- ✓ **Format:** Digital-first learning, coaching every 10 days, 12 missions, 12 online learning events, and 10 peer reflection study groups
- ✓ **Cost:** Fully levy-funded (£0 cost to employers or learners)
- ✓ **Qualifications:** Level 5, and Level 3 Leadership & Management apprenticeships.
- ✓ **AI Certification:** includes Microsoft AI Fundamentals Certification





# What you'll learn

The curriculum is modelled on the syllabus of an MBA: transforming self, relationships and commercial acumen; building change, project and enterprise capabilities; and developing core AI skills.

By the end of the programme, participants will have developed both confidence and deep competence in all of these transformational capabilities.

---

## Human Skills

- **Develop yourself and your team:** Deepen self-awareness, and learn how to coach, mentor, motivate, listen well, and give effective feedback.
- **Collaborative people leader:** Master how to collaborate, model resilience and work effectively with a wide range of stakeholders.
- **Inclusive leadership:** Embed diversity, equity and resilience into workforce strategies, and model this across the talent ecosystem.

## Public Stewardship & Strategic Influence

- **Innovative and resourceful leadership:** Develop the foresight and creativity to identify opportunities and deliver better public outcomes within constraints.”
- **Cross-system influence:** Build confidence to navigate political and organisational complexity, influencing across departments and partner agencies.
- **Policy and organisational alignment:** Connect people development to council priorities and citizen outcomes, demonstrating measurable public value.

## Digital & AI Enablement

- **Foundational AI:** Understand principles of AI, machine learning, and natural language processing (NLP).
- **Conversational / Generative AI:** Learn how to use both every day, and how to build chat bots and programme agents.
- **AI ethics:** Lead internal conversations on the responsible use of AI, and be able to identify risks as well as opportunities.

## Project / Change Skills

- **Agility:** Lead change across the talent agenda, solve problems, make decisions, lead on AI-driven efficiencies, and see change as an opportunity not a threat.
- **Project management:** Learn how to evaluate and present projects and business plans.
- **AI-driven efficiencies:** Develop an agile/MVP/experimental mindset, and learn how to drive continuous improvements.



## Microsoft AI Certified: Azure AI Fundamentals

Included within the programme.

**Every learner gains a globally recognised Microsoft AI certification strengthening each participant's digital literacy and confidence:**

- the core principles of AI and machine learning
- how Azure AI services work
- the essentials of responsible AI

# 12 month programme summary

---



## 12 Monthly Missions

12 missions covering people leadership, strategy, change, governance and transformation.



## 10 Facilitated peer Study Groups

60 minute sessions to unlock social learning with peers across different directorates



## 12 Live learning events

12 facilitated, immersive, practical sessions



## 4 Tripartite meetings

Coach facilitated meetings between participant and their line manager



## Fortnightly coach touch-points

Touchpoints and 121s with your coach every 10 days



## The most time-efficient course in the sector

12 months versus 18–24 months others and only 4 hours blocked time per week vs 9–10 for others.

# 12 monthly Missions customised for local government

Each Mission focuses on a live challenge or task, allowing managers to learn by doing — with coach support every step of the way.

1

## Executive Presence & Authority in Public Service

Build credibility, trust, and influence. Lead under scrutiny with confidence and integrity.

2

## Coaching & Developing Teams in Challenging Contexts

Coach for growth, resilience, and accountability. Support teams through pressure and change.

3

## Inclusive & Responsible Public Leadership

Champion fairness, inclusion, and transparency. Confront bias and model equity in public life.

4

## Resilience & Wellbeing in Public Service

Stay focused and energised. Manage pressure and embed wellbeing into sustainable performance.

5

## Leading with Vision, Purpose & Locality

Connect purpose to place through place-based leadership. Inspire collective action for outcomes that reflect local priorities.

6

## Influence & Impact Across Boundaries

Collaborate across systems. Build alliances and drive results through partnership and persuasion.

7

## Driving Outcomes in Complex Systems

Align people and processes. Track impact, adapt fast, and deliver measurable public value.

8

## Confident Decision-Making with Limited Resources

Make tough choices with rigour and clarity. Balance evidence, risk, and competing priorities.

9

## Building Partnerships & Strategic Alliances

Forge trust-based relationships across sectors. Create joint impact through shared goals.

10

## Delivering Sustainable & Community Outcomes

Embed long-term thinking. Integrate social, economic, and environmental priorities for lasting change.

11

## Leading Through Policy Change & Transition

Guide teams through uncertainty. Translate policy into practice with empathy and clarity.

12







































## Showcasing Impact & Accountability

Demonstrate value and outcomes. Communicate success transparently and build public trust.



# Programme at a glance

 <b>ENROLMENT MEETING</b> Initial meeting with our dedicated enrollment coach.	 <b>TRIPARTITE REVIEW</b> A meeting between learner, coach and your line manager to review progress to date.	 <b>QUARTERLY ROUND - UP</b> Sessions with the coach are designed to consolidate learning and prepare for EPA.	 <b>DEVELOPMENT CHECK - IN</b> Frequent catch ups with the coach to get support, ask questions and think about your development in a deeper way.	 <b>GATEWAY MEETING</b> A final review with learner, coach and line manager to confirm programme completion and readiness to move forward to End Point Assessment.	 <b>STUDY GROUPS</b> Interactive Q&A sessions. We'll cover various topics, focusing on real-life work situations. It's a great chance to connect with other learners and share practical tips and experiences.	 <b>DIGITAL EVENTS</b> Events range from structured learning sessions to facilitated discussions to guides on how to successfully navigate EPA.	 <b>MENTARRI</b> Mentarri is our AI virtual assistant. She helps to access the learning resources, answer curriculum related questions, role play, book events etc.
----------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

MONTH 1	MONTH 2	MONTH 3	MONTH 4	MONTH 5	MONTH 6	MONTH 7	MONTH 8	MONTH 9	MONTH 10	MONTH 11	MONTH 12
											
											
											
											

“”

**With all the change happening across local government, we needed to scale our management capability across hundreds of colleagues to be more adaptable, collaborative & entrepreneurial.**

**Optimising the Levy to upskill managers with FTL has been a strategic priority to deliver LGR and devolution.**

Kiri Shepley, Head of Leadership & Organisation Development  
Hampshire County Council

**Learners attend 60 minute live, interactive, online workshops.**

**This experiential learning brings new behaviours to life.**

- |                              |                                  |
|------------------------------|----------------------------------|
| 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  |



**Our events are delivered by a unique, world class faculty**

**They help every learner translate big ideas into everyday leadership practice.**

**Our faculty combine academic depth, real-world experience and human insight.**



**Sarah Blumenau**  
**Building board level gravitas**

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.



**Simon Fanshawe OBE**  
**Developing a diversity strategy**

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**  
**Staying resilient at the top**

Susan brings psychological depth to resilience and wellbeing. Susan 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.



**David Baker**  
**AI and the future of work**

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.



**Robert Rowland Smith**  
**Making decisions under certainty**

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.



**Fiona Buckland**  
**Coaching & Mentoring**

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



**Learners also attend monthly, facilitated study groups with peers to discuss best practice around Public Sector challenges, share insights and build a diverse, strategic network.**

Peer Network Events

---

**Topics include:**

**Leading through change**

**Leading through austerity**

**Partnership working**

**Political and organisational awareness**

**Wellbeing & resilience in public service**

**Driving innovation on tight budgets**

**Coaching and developing others**

**Communication and presentation skills**

**Ethics & public value**

**Delegation and resource allocation**

**Crisis leadership**

**Diversity, equity & inclusion in councils**

# Our transformational approach to learning:

Time-efficient

Supported

Practical

Repeat practice

Personalised

Conversational

Neuro-Inclusive

Future Talent  
Learning

Our approach to learning



“FTL provides top-tier, highly engaging, effective and innovative methods of teaching and learning leading to high success rates.”  
Ofsted Inspection, Sept 2024



“” **Change is now  
the day job**

## Why we focus on ‘Transformational’

**Because change is now the day job.**

Today’s managers must do more than cope with change; they must lead it, and help others navigate uncertainty with confidence and purpose.

We call this programme transformational because that’s what it develops. Managers and leaders who can:

- **Manage change** — with practical tools to plan, communicate and deliver it well.
- **Adapt to change** — by building resilience, flexibility and self-awareness.
- **Lead change** — by inspiring others and connecting daily actions to shared goals.

Transformation starts with you — how you think, behave and lead.

This programme helps you turn that into a habit, not a reaction.

**Time efficient.**

**Here's how we save >200 hours of time while continually improving outcomes**

**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.**

Time efficiency



**12 months vs 18 or 24**

With market-leading outcomes



**Only 4 hours p/w are "blocked time"**

The rest is captured as applied learning (c. 4.5 hrs p/w)



**Applied learning in the flow of work**

Leaders reflect on activities they already do



**Conversational AI learning vs playlists**

More relevant, personalised, support



**121 personalised human coaching every 10 days**

More than 25 touchpoints in total



**Post-Gateway EPA support**

Dedicated coaching right through the end-point assessment period



**Neuro-inclusive scaffolding**

Clarity, structure and unlimited support



A person with short, wavy brown hair, seen from behind, wearing a tan jacket and a green backpack. They are looking out a train window, with the blurred motion of the train and tracks visible in the background.

“The support that  
I’ve had has been  
truly  
transformational.”

Learner,  
Luton Borough Council

## We deliver maximum impact underpinned by these core learning principles:

---



### High support

We offer huge amounts of personalised support: human coaching every 10 days, Study Groups, line manager engagement; our AI learning platform supports 24/7 coaching, role plays, with an interactive conversational approach to embed behaviours.



### Practical

Our programme focuses on tasks leaders are already doing, e.g. managing people, stakeholders or projects. All these count towards the time requirement. **Everyday work becomes the classroom.**



### Repeated Practice

Almost half of our course involves learners consciously repeating core skills and reflecting on how to improve in marginal ways. Practice, practice, practice feels the opposite of abstract or theoretical, and is much more accessible producing tangible results.



### Neuro-inclusive, simple & scaffolded

We're neuro-inclusive by design. We offer simple scaffolding, explicit instructions, accessible fonts, upfront screening; also unlimited 121 support for learners with dyslexia, ADHD, autism or mental health conditions - making learning faster and inclusive for all.

**Supported.**  
**We provide huge amounts  
of 121 support.**  
**Every step of the way.**

---

**Every participant receives:**

- ✓ **Touchpoints and 121s with their personal development coach** every 10 days (25+ sessions across 12 months).
- ✓ **Quarterly Coaching Reviews** (with participant, your coach and your manager)
- ✓ **10 Study groups** with topics customised to allow peers across local government to discuss real world challenges
- ✓ **EPA 121 coaching** and guidance post Gateway.

**“FTL’s learners  
receive  
exceptional  
levels of support”**

**Ofsted Inspection  
Sept 2024**



**We learn to swim  
by swimming.**

**We need to consciously  
practice.**

**Again.**

**And again.**

**And again.**

**That's how we approach  
skills development.**

**That's how behaviours change  
and embed.**



An aerial, high-angle photograph of a busy city street. The pavement is made of dark grey rectangular tiles. Numerous pedestrians are visible, their figures blurred into streaks of color (whites, greys, blues, oranges) due to motion blur, suggesting a fast-paced environment. The text is overlaid on the right side of the image in a clean, white, sans-serif font.

**How we make  
Learning**

**Practical  
Repeated  
Conversational  
Personalised**

**At scale  
With Mentarri.**

# Learning with Mentarri: Human Skills meets Conversational Personalised AI

Learning with Mentarri

Mentarri is our proprietary AI-powered learning companion, trained across our curriculum. So it's trustworthy.

It's a conversational coach that helps build practical real-world skills faster, smarter, and in a highly personalised way for every learner.

## Concise, relevant, practical.

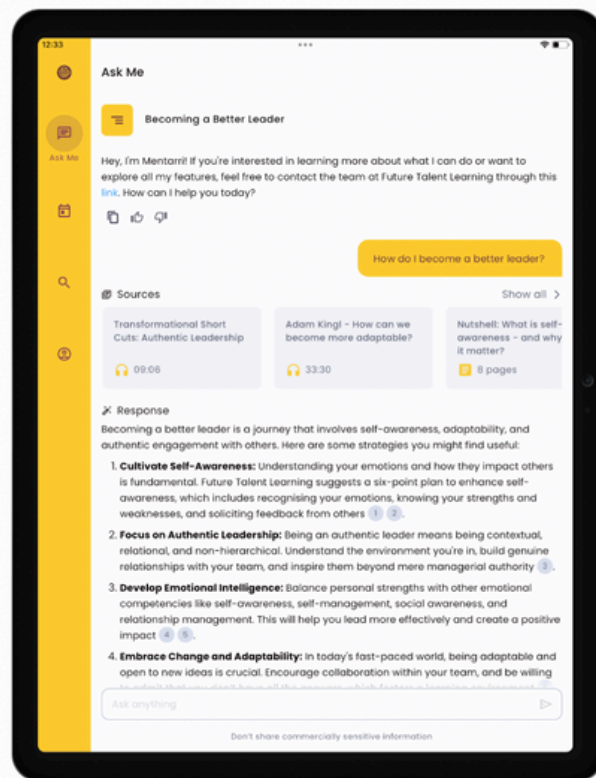
Every interaction moves you forward via a powerfully simple learning loop of

## conversation → application → reflection

- Prep for real world — from feedback to team meetings
- Reflect on what's working
- Practise through ad-hoc simulations and roleplays







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

Mentarri turns learning into a series of interactive conversations. So leaders can safely practise and hone new behaviours. 24/7. Again and again.





# How Mentarri transforms learning

Traditional Programmes	Mentarri	With Mentarri, learning is more... 
Long, <b>overwhelming</b> playlists	<b>Conversational</b> learning used in the flow of work	 <b>Time-efficient</b> No wasted hours scrolling through irrelevant material.
<b>Generic</b> content	Responses <b>personalised</b> and <b>tailored</b> to you	 <b>Relevant</b> Every answer fits your real-world context.
<b>Passive</b> consumption	<b>Active</b> engagement through coaching-style questioning	 <b>Memorable</b> Learning that doesn't feel like learning.
<b>English-only</b>	Chat in <b>any language</b>	 <b>Inclusive</b> Supporting diverse, global teams.
Learning <b>about</b> skills	Learn <b>through</b> <b>interactive</b> problem-solving and reflection	 <b>Motivating</b> Live, practical, and practice-based.

# Mentarri allows learners to practise tricky roleplay scenarios and access 24/7 coaching



## Mentarri: Your unique 24/7 AI leadership coach

- Instant personalised feedback on decisions, communication, and strategy
- Safe space for simulation and reflection
- Seamless link between learning and application



## Roleplay real challenges

Practise conflict resolution, stakeholder negotiations, or problem-solving in minutes. Through Mentarri, leaders can simulate high-stakes board conversations — testing strategies, feedback and decision-making in real time.

“”

**Mentarri makes learning fast, highly relevant and personal — so leaders spend minutes, not hours, mastering new skills.**

This is why the TLP achieves **100% pass rates** and a market leading **85% distinction rate**, far above sector norms.

It's also why we won the Institute of Leadership's "**Most Innovative Training Provider**" award in 2024.

Apprenticeship programmes often talk about "off the job learning." We believe that's not helpful wording.

**The spirit of our programme is unashamedly: on the job learning.**

## Following the programme, learners report being far more able to manage and lead change

98%

More effective leaders

96%

More agile

93%

More collaborative

84%

More entrepreneurial

85%

Received Distinctions

42%

Av. improvement  
across all Skills

49%


Were promoted /  
got a pay rise

92%

Would recommend  
the course to a peer

67

Learner NPS



“Line managers can easily  
identify the positive  
contributions learners make  
at work as they apply what  
they have learned.”  
**Ofsted Inspection, Sept 2024**

## Client and line manager engagement

Client and line managers are integral to learner success and involved every step of the way.



### **Quarterly client reviews**

Align learning to business priorities.



### **Line manager reflections in quarterly Tripartite Reviews**

To help the learner capture applied outcomes in practice and shape the programme to their strategic priorities.



### **Sponsor feedback loops**

Ensure organisational impact, not just individual change.



### **Real time PowerBI reports**

To check in on learner progress 24/7



**Line manager complimentary CPD workshop**  
on Coaching and Active Listening,

## What alumni say about the programme

“” The Transformational Leadership 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

**easyJet**

“” It's made me a better manager, but also a better friend, and parent in lots of ways. Great bonus for a work course!

STEVENAGE BOROUGH COUNCIL  
**Stevenage**  
BOROUGH COUNCIL

“” 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

M&S

“” The support from my coach is priceless.

Tom B, Dignity

  
**DIGNITY**  
FUNERAL DIRECTORS

“” The most challenging and beneficial course I have ever done, really strong impact.

Steven J, NHS Professionals

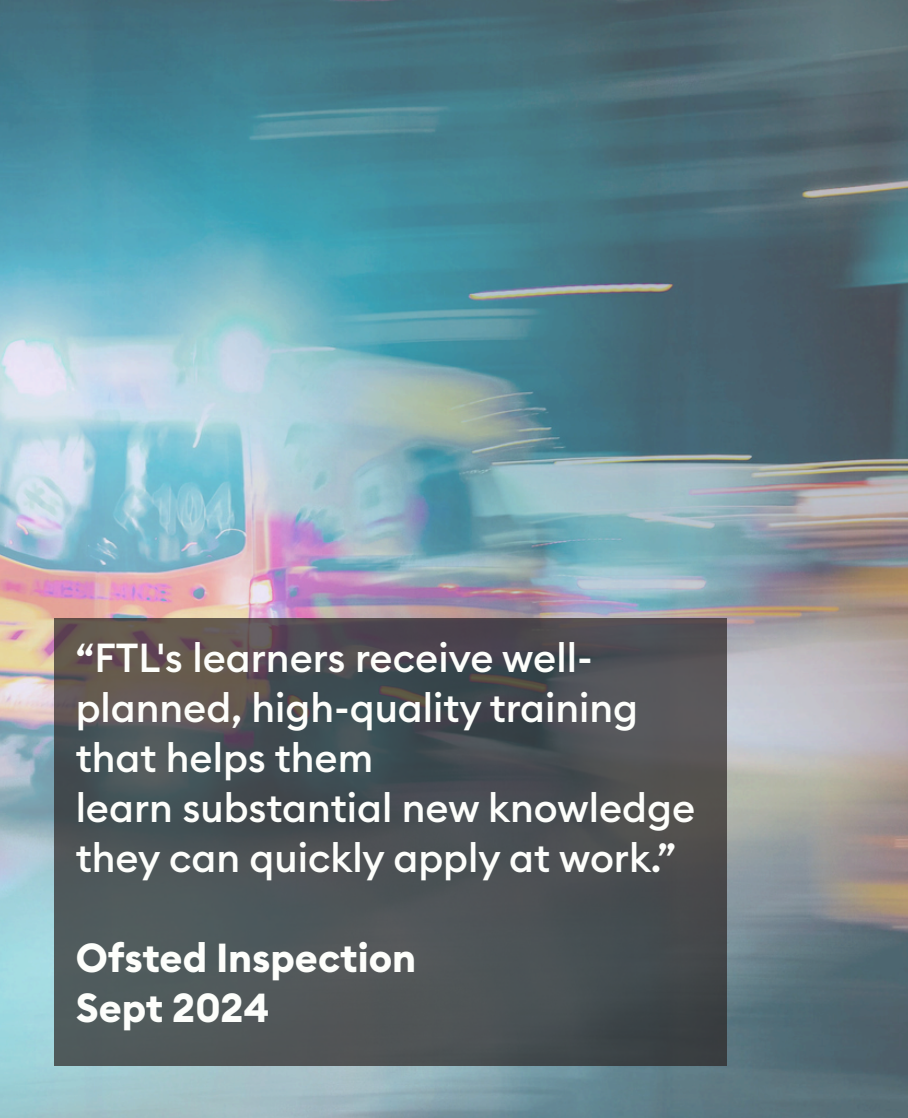
**NHS**  
Professionals

“” Rewarding, inspiring, confidence building, would 100% recommend.

Jane B, HCC

 **Hampshire**  
County Council





“FTL's learners receive well-planned, high-quality training that helps them learn substantial new knowledge they can quickly apply at work.”

**Ofsted Inspection  
Sept 2024**

## Benefits to Organisations

---



**Build core management capability** and confidence to solve the “accidental manager” problem at scale.



Develop leaders who are **empathetic, resilient, collaborative and adaptable**.



**Boost recruitment, retention** and morale in stretched teams.



Build strategic, **place-based leadership** capability across housing, care, education, and all local and community services.



Turn unused levy funds into a strategic workforce solution.



**Zero-cost** via levy funding (fully funded development for senior talent)



## Benefits to Individuals

---



Gain a nationally recognised Level 5 leadership and management apprenticeship **qualification**.



**Future-proof your career** with skills in collaboration, resilience and systems thinking.



**Build confidence** and authority in managing teams, budgets and cross-sector projects.



**Learn in the flow of work** with digital-first modules and coaching every 10 days.



**Accelerate career progression:** over 50% of learners in councils report promotion or added responsibility within 18 months.



“

***This programme has been the single most useful course I have done in my entire adult work life.***

Level 5 Learner, Hampshire County Council



# The End Point Assessment (EPA) process

The programme leads to the diploma level, Level 5 Operations/Departmental Manager Apprenticeship. At Gateway, learners submit:

✓ **A portfolio of applied evidence**  
(missions, reflections, sponsor feedback)

✓ **A project report write up**  
Based on work completed on programme with a presentation and professional discussion.

Learners have access to dedicated EPA coaching 121s and group sessions to set them up for success.

## Our track record?

**100%** pass rate

**98%** first time pass rate

**90%** public sector distinction rate

**The best  
results  
in the  
market**

## PRAISE, AWARDS, ACCREDITATIONS

A **Multi-Award Winning programme**,  
endorsed by the Institute of Leadership.

---



Institute of Leadership – **Most Innovative Training Provider**  
2024



Willis Towers Watson **Learning Media Content Award** 2016, 2017, 2018



**Neurodiversity Smart Accreditation**



Institute of Leadership  
**accredited programme**



**Top-tier,  
highly engaging,  
effective and  
innovative.**







## FTL is a one stop shop for an outstanding management development experience.



FTL's highly customised programme has become **the core of our leadership development strategy**. The FTL team are slick, knowledgeable, responsive and a pleasure to work with.

Nick Dormor, Senior Learning Specialist



**An outstanding programme to accelerate the development of future leaders** and to create a shared leaderships language and culture across three continents.

Roger Minton, Head of Leadership



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

Rebecca Keeble, Talent Manager



FTL is a **one stop shop for an outstanding leadership development experience**.

Michael Bashford, L&D Director



# We can build custom programmes, tailored to your council or organisation

---

**For larger cohorts, we can tailor the experience even further — from custom events to private study groups.**

- ✓ **Adapt our curriculum**  
To map to your existing leadership framework, behaviours and values,
- ✓ **Customise Mentarri**  
With organisation specific, contextualised guidance.
- ✓ **Adjust events**  
Adding more relevant ones or even using specific speakers
- ✓ **Add**  
In person, physical events, e.g. to launch or close the course.
- ✓ **Increase**  
121 coaching sessions.
- ✓ **Custom branding**  
Add custom branding and 'white label' the programme.
- ✓ **Create custom, private Study Groups**  
To address the most relevant themes for your organisation

**Just let us know and we'll create something highly bespoke but that still remains zero cost to roll out.**

## Choose your format

---

**Cohort:** 12 months, structured start dates - best for a cohesive, community feel

**Rolling enrolment:** On-demand onboarding available year-round - best for rolling out the course across multiple geographies / departments at scale

# FAQS

---

## **Is this really a tailored to public sector managers?**

Yes. From private Study Groups to tailored curriculum activities, this is a programme designed specifically for public sector managers.

## **How much time does it take?**

4 hours of blocked time per week, plus applied learning.

## **How does it differ from an MBA?**

Rigorous, applied and levy-funded, it covers all the content you'd expect on an MBA programme but without the cost.

## **Who is eligible?**

Employees spending 50%+ time in England, with right to work, meeting apprenticeship criteria.

## **How is it funded?**

100% levy-funded.

## **Will learning hours increase from Jan 2026?**

No. We've designed the programme to keep the time commitment to 4 hours blocked time per week, and we capture remaining 'off the job' learning through smart use of 'applied learning'



**Ready to build  
the 21<sup>st</sup> Century  
public servant?**

**Future Talent  
Learning**

Equip your managers to deliver lasting public value – bring the Transformational Manager Programme to your organisation.



**Contact Asmaa today** to explore partnership options, how we could customise our programme to your organisation or to speak directly with organisations already achieving impact through it.



**[asmaa@futuretalentlearning.com](mailto:asmaa@futuretalentlearning.com)**



**+44 747 694 7113**



Serious learning.

Time efficient.

Market leading results.

Fully funded.

Apprenticeships reimagined



**Future  
Talent  
Learning**