## Transformational Leaders' Programme



Future Talent Learning

A mini-MBA alternative to the outgoing Level 7 Senior Leader apprenticeship, still levy-funded for Diploma-level Leadership Development, from Jan 2026

We've built this programme for organisations looking for a credible alternative to the Level 7 Senior Leader apprenticeship, that can still be fully funded through the levy.

The Transformational Leaders' Programme (TLP) provides exactly that. A 14 month mini-MBA style experience based on Future Talent Learning's award winning Level 5 programme.

This programme builds the transformational capabilities needed from the next generation of leaders. It focuses on human, AI, commercial, project and change skills, and mirrors the syllabus of an MBA.

The time-efficiency and focus on applied learning is truly innovative. It provides a step-change in how leaders can develop the credibility, influence and agility needed in an Al-powered world of work.

Why are we excited? Because this isn't just another leadership course. It gives modern leaders the deeply practical tools to shape enterprise outcomes, at a time when leadership has never been more critical.

We look forward to welcoming you to the programme.

### Jim Carrick-Birtwell

Founder & CEO, Future Talent Learning

### Who are we?

Future Talent Learning is a purpose-driven learning organisation, specialising in helping all managers and leaders improve their human, commercial and AI skills through experiential, award-winning, AI-enabled apprenticeship programmes.

**ODEON** 























# Why do organisations need a replacement to the level 7 senior leader programme?

With the removal of funding for the Level 7 Senior Leader programme, L&D and Talent leaders face big pressures in helping their top talent to:

- Lead transformation in volatile, uncertain contexts.
- Embed governance, ethics and ESG into decision-making.
- Balance short-term results with long-term sustainability.
- Build authority, resilience and strategic networks at the top.



## The business case for developing transformational leaders is clear

## Leading through change with enterprise alignment is a universal need.

Leaders at all levels need the confidence and competence to make decisions in real time, communicate effectively, and influence a wide range of stakeholders. The programme meets this need directly.

It's designed to scale leadership, rapidly, and with impact. It's built around the real challenges faced by modern leaders, with recognised leadership qualifications, as well as sought-after Microsoft Al Fundamentals Certification.

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

PwC CEO Survey (2024)

Leadership 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)

Companies with strong leadership pipelines are 2.4x more likely to financially outperform peers.

McKinsey (2023)

### Who's it for?

For senior managers and existing leaders.
Already leading teams, making strategic calls and shaping culture.
But ready for more.

This programme helps modern managers to become leaders and prepare for the next level.

Equipping them to think systemically, act courageously, and lead transformation.

This programme isn't just about competence. It's about character.

And an approach to work that's

Agile, Collaborative and Entrepreneurial.

We believe transformational leaders combine courage, compassion and clarity.

They think in systems, act with integrity, and inspire trust in uncertain times.

They don't just know what needs to be done, they inspire others to follow them.

Future Talent Learning



### **Essential course information**

- **Duration:** 14 months
- Time Commitment: 4 hrs of blocked learning p/w plus applied learning time of 4.5 hrs
- Format: Digital-first learning, coaching every 10 days, 14 missions, 16 masterclass lectures, and peer reflection groups
- Cost: Fully levy-funded (£0 cost to employers or learners)
- Accreditation: Accredited at Diploma level (Level 5 Leadership & Management apprenticeship)
- Al Certification: includes Microsoft Al 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.

### **Commercial Acumen**

- **Entrepreneurial mindset:** Develop the foresight, risk awareness and innovation skills to identify opportunities and manage disruption.
- Enterprise influence: Build the credibility and confidence to influence upwards, across functions and into external ecosystems.
- Strategic alignment: Connect talent initiatives directly to enterprise outcomes, demonstrating measurable value.

### **Digital & AI Enablement**

- Foundational Al: Understand principles of Al, machine learning, and natural language processing (NLP).
- Conversational / Generative Al: Learn how to use both every day, and how to build chat bots and programme agents.
- Al ethics: Lead internal conversations on the responsible use of Al, 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.
- Al-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 fluency and confidence in leading AI-enabled transformation strategies:

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

### 14 month programme summary



### 14 Monthly Missions

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



### 14 Masterclasses

14 Exceptional masterclasses with world-class thinkers, paired with facilitated study groups.



### Monthly 121 coaching every

Touchpoints and 121s with your coach every 10 days, plus four executive coaching sessions.



## 12 Facilitated peer study groups

60 minute sessions to unlock social learning with peers



### 4 Tripartite meetings

Coach facilitated meetings between participant and their line manager



## The most time-efficient course in the sector

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

### 14 monthly Missions

Each Mission focuses on a live business challenge or task, allowing leaders to learn by doing — embedding new thinking directly into board-level decision-making, with coach support every step of the way.

### Foundation & People Leadership

## Leadership Strategy & Change

Executive Presence & Authority

Inclusive & Responsible Leadership

5

Leading with Vision & Purpose

7

Leading Transformation & Change

Project credibility and gravitas to influence at board level, adapting your style to command respect in any context. Lead under pressure with confidence and integrity.

Champion fairness and equity in tough decisions, confronting bias and systemic barriers.
Build trust, inclusion and belonging across the organisation.

Turn purpose into a clear, ambitious strategy that inspires teams. Balance shortterm delivery with lasting impact. Deliver large-scale transformation while managing resistance. Build agility to thrive in uncertainty.

Coaching & Developing Future Leaders Resilience & Wellbeing in Leadership

6

Driving Strategic Objectives 8

Decision-Making in Uncertainty

Advanced coaching to accelerate emerging leaders' growth, Give clear feedback that builds accountability.

Stay focused and energised under pressure, spotting and reducing burnout risks in yourself and others. Embed wellbeing into leadership to sustain performance.

Align people and systems behind measurable goals, using solid indicators to track progress. Adjust plans fast to stay responsive to change. Use structured frameworks to weigh risks and opportunities. Decide quickly, stay rigorous, and own the outcome.

### **Enterprise & Governance**

Finance & Commercial
Acumen

Interpret complex data to guide sound decisions. Balance investment and risk to drive growth and value.

Systems Thinking & Organisational Complexity

See interconnections across systems and sectors, anticipating the ripple effects of choices. Apply systems thinking to unlock tough challenges.

Governance, Responsibility & ESG

> Lead ethically under scrutiny and integrate ESG principles into strategy. Build transparent governance that earns trust.

### Influence & Legacy

Networks & Strategic Alliances

Extend influence through highlevel networks and cross-sector alliances. Use relationships to unlock opportunities and shape markets.

Delivering Sustainable Results

Achieve consistent results in volatile contexts by balancing innovation with risk control. Embed resilience to secure long-term value.

Leadership Impact & Legacy

Create measurable impact across performance, people and culture through authentic role-modelling. Mentor and inspire future leaders to sustain your legacy.



### Programme at a glance



### ENROLMENT MEETING

Initial meeting with our dedicated enrollment coach.



### TRIPARTITE REVIEW

A meeting between learner, coach and your line manager to review progress to date.



#### QUARTERLY ROUND - UP

Sessions with the coach are designed to consolidate learning and prepare for EPA.



### DEVELOPMENT CHECK - IN

Frequent catch ups with the coach to get support, ask questions and think about your development in a deeper way.



### GATEWAY

A final review with learner, coach and line manager to confrim programme completion and readiness to move forward to End Point Assessment.



### STUDY GROUPS

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.



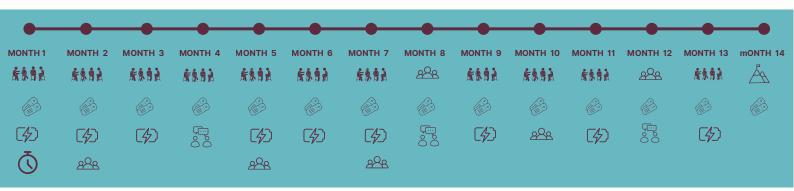
#### **DIGITAL EVENTS**

Events range from structured learning sessions to facilitated discussions to guides on how to successfully navigate EPA.



#### MENTARRI

Mentarri is our Al virtual assistant. She helps to access the learning resources, answer curriculum related questions, role play, book events etc.





Meet the global experts who bring our learning to life in 14 monthly masterclass events.

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

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

Future Talent Learning



James Fulton
Learning & Succession Planning

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.



Björn Atterstam

Developing a psychologically safe culture

Björn uses positive psychology to help leaders build cultures of safety, trust, and accountability. His work shows how engagement and wellbeing drive strategy at scale, exploring how we live and lead in an increasingly complex world. He partners with leading global organisations to elevate performance.



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.



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.



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.



Jenny Knott Governance & ESG

Jenny is an investment banker and former banking CEO. She now equips senior leaders without a finance background to interpret financial data and market signals. She shows how to make high-level strategic decisions that balance risk, growth and shareholder value.



Reima Shakeir Understanding systems thinking

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.



Benjamin Chilcott Build your strategic network

Former CEO of a media agency, Benj has extensive experience helping executives build strategic relationships across industries and geographies. He shows how alliances extend influence beyond formal authority.



Sonja Kresojevic
Drive a culture of innovation

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



Oliver James Navigate office politics at the top

Oliver is a clinical psychologist and best selling writer and broadcaster specialising in organisational behaviour and workplace dynamics. He shows leaders how to read power, manage politics and maintain integrity under pressure.



Fiona Buckland
Coaching & Mentoring

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



Adam Kingl Purposeful Leadership

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



David Baker
Al 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.



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.

### Learners also attend monthly, facilitated study groups to discuss best practice around change, share insights and build a diverse, strategic network.

### **Facilitator: Robert Rowland Smith**

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

### **TOPICS**

**Executive** Presence: How to build authority, confidence

and influence

Resilience:

How to sustain energy and wellbeing

at the top

Purpose & Legacy:

How to connect vision with

long-term impact

Finance & Growth:

How to use financial insight to drive

strategy

Governance & Responsibility: How to lead ethically with ESG

principles

Innovation:

How to foster a culture of experimentation and change **Systemic** 

Leadership:

**Decision-Making:** 

**Transformation** & Change:

Networks &

Influence:

How to build alliances

interdependence

under uncertainty

inside and outside organisations How to balance integrity,

How to navigate complexity and

How to make confident choices

How to lead cultural / digital shifts

courage and compassion in

decision-makina

Organisational Culture:

**Ethical Leadership:** 

How to shape behaviours and values & sustain long-term

success

**Future Talent** Learning

## Our transformational approach to learning:

Time-efficient

**Supported** 

**Practical** 

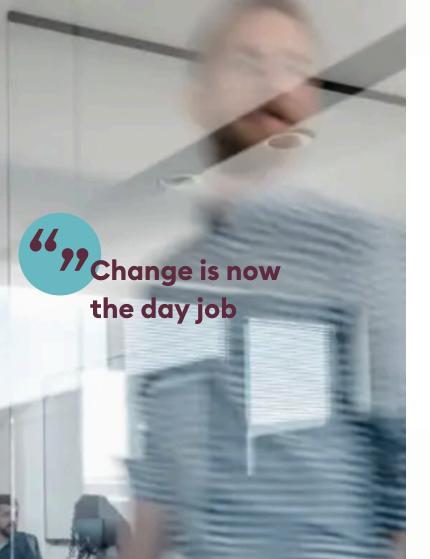
Repeat practice

**Personalised** 

**Conversational** 

**Neuro-Inclusive** 





## Why we focus on 'Transformational'

### Because change is now the day job.

Today's leaders must do more than cope with change; they must create it, and help others navigate uncertainty with confidence and purpose.

We call this programme transformational because that's what it develops in 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.



14 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



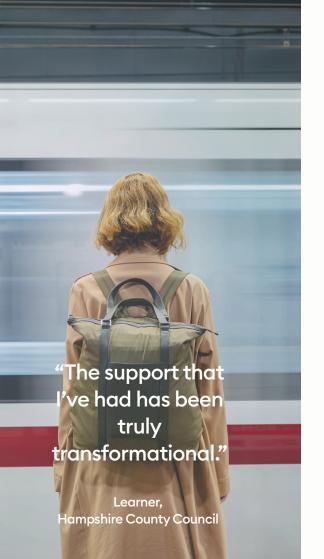
**Post-Gateway EPA support** 

Dedicated coaching right through the end-point assessment period



**Neuro-inclusive scaffolding** 

Clarity, structure and unlimited support



## 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)
- 4 executive 121 coaching sessions on high-stakes leadership challenges. That's executive coaching worth over £1,600 per participant.
- **EPA 121 coaching** and guidance post Gateway.



You learn to swim by swimming.

You need to consciously practice.

Again.

And again.

And again.

That's how we approach skills development.

That's how behaviours change and embed.



### Learning with Mentarri: Human Skills meets Conversational Personalised Al

Mentarri is our proprietary Al-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.

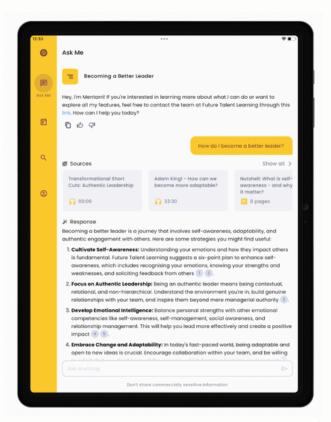
Every interaction moves you forward via a powerfully simple learning loop of

### 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

Why learners love Mentarri

Trad	litional	
Prog	jramm <sup>,</sup>	es

### Mentarri

With Mentarri, V learning is more...



**Conversational** learning used in the flow of work

Generic content

Responses **personalised** and **tailored** to **you** 

Passive consumption

**Active** engagement through coaching-style questioning

**English-only** 

Chat in any language

Learning about skills

Learn through interactive problem-solving and reflection



### **Time-efficient**

No wasted hours scrolling through irrelevant material.



### Relevant

Every answer fits your realworld context.



### **Memorable**

Learning that doesn't feel like learning.



### **Inclusive**

Supporting diverse, global teams.



### **Motivating**

Live, practical, and practice-based.

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



### Mentarri: Your unique 24/7 Al 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

49%

Were promoted / got a pay rise

85%

**Received Distinctions** 

92%

Would recommend the course to a peer

42%

Av. improvement across all Skills

**67** 

**Learner NPS** 



## 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 classroombased teaching and training. It gets you involved and helps you put things into practice quickly and effectively.

Charlotte Booton, EasyJet

### easyJet

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

John C. Odeon

ODEON



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

Ouilter



The support from my coach is priceless.

Tom B, Dignity

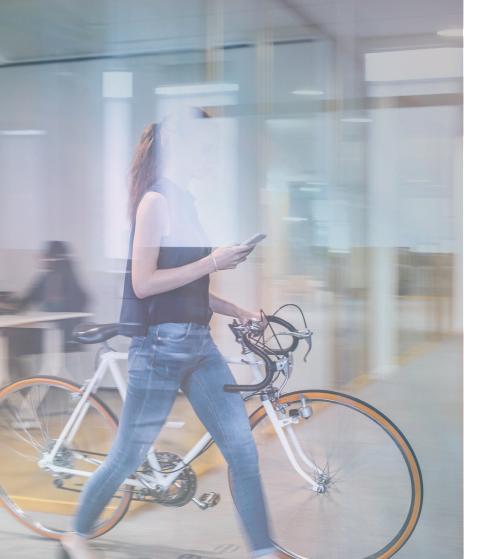




I've changed so much, colleagues tell me I've grown noticeably.

Megan H. NATS

NATS



## Benefits to Organisations



Strengthens your leadership pipeline (succession continuity)



Accelerates **transformation** (leaders apply learning directly to change programmes)



Improves **retention** (leaders stay for growth)



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

## 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

85% distinction rate







### 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 leadership 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



### **Babcock**



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

M&S



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 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

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

Choose your format

**Cohort:** 14 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 a credible replacement for L7?

Yes. It covers strategy, finance, governance and transformation at senior level, in 14 months not 24.

### 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, even if the DWP increase the mandatory hours and other providers ask for learners to spend 10-12 hours per week, our aim is to keep the time commitment low and capture hours through smart use of 'applied learning Let's shape the next generation of transformational leaders – together.



**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.



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### Future Talent Learning



Serious leadership.

Time efficient.

Market leading results.

Fully funded.

Apprenticeships reimagined