



Future Talent
Learning

Leadership Development

Developing the human performance
that drives business performance



We're on a mission to democratise access to soft skills development.

And we're trusted by a range of global brands to develop leaders who can **engage** teams, **elevate** performance and **effect** change.

asos

 **PEPSICO**

COSTAIN

AstraZeneca 

NHS
Professionals

easyJet

C. Hoare & Co.
PRIVATE BANKERS SINCE 1871

 **UBS**

 **Santander**

BAE SYSTEMS

 **AngloAmerican**

Quilter

ASDA
Save money. Live better.

DIGNITY
PLC **ACADEMY**



 **babcock**

We believe
three things...



Human performance drives business performance

4 out of 5 CEOs worry that a lack of EQ in their managers is a critical barrier to growth.




Everyone can improve their soft skills and become a more emotionally intelligent leader

Studies show that training can enhance people's EQ by **up to 50%**.



The more people who are upskilled the better your business performance will be

Soft skills training has been show to lead to increases of **15% in innovation, 20% in productivity, 20% in successful change initiatives, 25% in retention, 30% in engagement** and by multiple factors in revenue growth. *



* Deloitte, The Role of Soft Skills in Innovation, HBR, The Case for Soft Skills Training, McKinsey, The Soft Side of Change Management, National Bureau of Economic Research, The Value of Soft Skills in the Labor Market, Dale Carnegie, What Drives Employee Engagement and Why It Matters, Adobe, The Business Value of Creativity

What's our
approach?

Collective experiences: immersive, inclusive playful, virtual events

We learn best by doing so we go beyond the theory and focus on applied learning via live simulations, Forum Theatres and practical activities.

Content: consumer quality, proprietary, multimedia resources

Less is more. Busy professionals need accessible, highly curated, neuro-diverse friendly materials with a clear point of view.

Coaching: practical and emotional support for learners

Learning is hard work, so we always make sure there's someone in your corner whether that's a coach, a facilitator or a peer community.





The most **enjoyable, challenging and beneficial course I have done** in my career. It feels like therapy, opening my eyes and changing how I think about relationships, not just at work, but as a friend and parent too.

Senior Manager, Babcock

What's the measurable impact?



of participants on our long form leadership programmes stated that they had become more effective leaders.

100%

said that they had been able to apply new skills at work within 2 months of starting.

66%

reported noticeably better relationships with colleagues.

65%

received an internal promotion.



The average improvement in self-reported competence and confidence across all areas of leadership and management on our long form programmes.

22%

The average improvement across Missions.

56

Our typical 'excellent' learner NPS score on Missions.

82%

Our engagement rate on our Leadership Live product with Anglo American.



FTL have introduced **highly engaging and effective ways of teaching** and delivering high-quality training that helps learners gain substantial new knowledge which they can quickly apply at work.

Ofsted, 2023



And what do clients say about us?

“”

The TLP gets a huge amount of positive feedback. Participants have nothing but great things to say. We recognise its value as a fantastic way of retaining talent.

Sam Screpis,
Head of Learning,
Talent Development & Engagement,
easyJet

“”

Future Talent Learning is a one-stop shop for an outstanding development experience.

Michael Bashford,
L&D Director, Costain

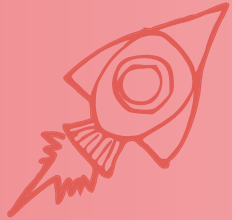
“”

Future Talet Learning have an outstanding programme to accelerate the development and promotion of leaders and those aspiring to leadership.

Roger Minton,
Head of Leadership Development,
Anglo American

**We develop curious,
commercially-savvy,
emotionally intelligent leaders**

We offer 3 products to help...



Missions

**Modular, monthly
learning sprints,
custom-fit to your
learning needs**



Leadership Live

**Annual licensed
access to content,
coaching and
live events**



Transformational Leadership Programme

**A 12 month,
immersive &
experiential,
mini-MBA**

Missions

Time-effective,
bespoke, practical
learning sprints for
the most in-demand,
human-centred skills.

Do you need to...

- Support growth by improving performance in specific areas?
- Rapidly upskill managers and leaders to improve their teams' performance?
- Create a common leadership language and consistent approach to deliver business results?



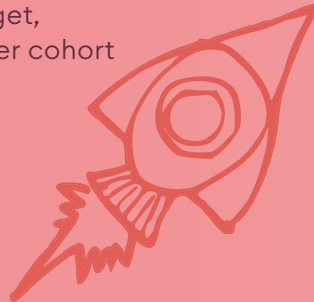
Your Mission, your design

Each Mission is a modular, bespoke and highly consultative intervention.

There are no design costs, and they can be planned and delivered quickly and at a scale to suit different levels of development need.

They scale in multiple ways:

- Series of Missions to address multiple leadership development needs (and for different levels of learners/leaders)
- Multiple Missions on a topic to quickly upskill larger numbers of employees (to deliver a consistent culture or behavioural change)
- Detail of Mission depending upon budget, time availability, and seniority of learner cohort



Choose from our 'off the shelf' Missions or just ask and we'll create a bespoke intervention.

Pricing is highly bespoke depending on deliverables, here are 3 sample options:

- **£3,500** - at this level, Missions would include a 90-minute interactive and practical live session for a group of up to 40 learners, along with curated resources.
- **£15,000** - Missions include two or three events, applied learning activities, and group coaching.
- **£25,000** - Missions include a number of events, commercial simulations and Forum Theatres as well as 121 coaching, themed networking, learner assessments, and an organisational challenge (Dragon's Den) element. They might also include a variety of other interventions such as constellations group dynamics work.

Some sample topics that we cover...





Case Study

Bringing core behaviours to life with PepsiCo

Over two years we ran a number of Missions for Pepsi on topics like Curiosity, Influence, Strategy, Communication and Decision Making as a way to bring their core behaviours to life. Our events were always oversubscribed and we achieved an average NPS of 52.

“FTL’s Missions are innovative, incredibly popular and had a tangible impact in a short space of time. FTL are highly collaborative and a pleasure to work with. We commissioned a number of Missions over two years.”

Andrew Collier, Head of L&D Europe, PepsiCo

Leadership Live[☆]

**Affordable, enterprise
access to live learning
events and experiences.**

Do you need to...

- Find an affordable, scalable way to offer leadership content and live events to a large employee population?
- Democratise access to core leadership knowledge, skills and behaviours?
- Replace an ineffective content library with something that drives engagement?





How does it work?

Annual licences to a suite of live, e-learning events, gamifications, simulations, forum theatre events, peer coaching sessions, networking events, plus access to a supporting content library of highly curated podcasts, articles and videos.

And all of this for the same price (or less) than a content library.

Leadership Live literally brings leadership development to life.

Annual licences to our Leadership Live hub give learners always-on access to:

1. 90 minute, interactive, facilitated live learning events
2. Online, themed networking events where learners can share best practice
3. Peer coaching sessions where learners can get personalised guidance
4. A highly curated content library of multimedia, proprietary resources, arranged in easy to navigate, Netflix-style playlists.





Unlike content libraries,
our engagement rates
are sky high. In a global
roll-out to 18,000 people
at Anglo American,
we saw an **82%**
engagement rate.

Typical prices for a branded hub with private,
fortnightly events are around **£130 per learner**.

Prices vary depending on volume of learners,
frequency and type of events, and whether you prefer
private or shared access to the Leadership Live hub.



Who delivers our events and coaching?

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



David Baker

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



Fiona Buckland

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



Jose Powell

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



Raul Aparici

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



Robert Rowland Smith

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



Francesco Dimitri

Francesco is a prize-winning author and scriptwriter. He is considered one of the foremost writers in Italy, and has worked as an executive trainer with large European organisations.



Case Study

Self driven learning at Anglo American

Most of Anglo American's Leadership Development activity and spend has historically focused on the high potential population. In order to democratise LD, they partnered with us to create a learning approach accessible to all and based upon 'Self-driven learning'.

"FTL partnered with us to create a groundbreaking 'Leadership Live Hub' comprising both live learning events and forums and digital leadership content covering all aspects of the 70/20/10 model.

Feedback has been excellent and usage has far exceeded our expectations."

Roger Minton, Head of Leadership Development, Anglo American

Global Transformational Leadership Programme



Think of it like a mini MBA: a 12 month, global, immersive and highly experiential leadership programme for time-poor emerging and experienced leaders.

Do you need to...

- Cascade leadership development to cohorts of current leaders and managers?
- Build and retain a consistent pipeline of talent?
- Future-proof your business performance by investing in upskilling cohorts of aspiring leaders?



How does it work?

Our fast-track, mini-MBA, global leadership programme aims to future-proof employees with the agile, collaborative and entrepreneurial mindsets that they need to thrive and become better leaders of people and change.

Our curriculum has been endorsed by the Institute of Leadership, and we received Ofsted's highest rating for our **curriculum**, **events** and **programme delivery**.





How does it work?

Time commitment:

The programme requires only 1-2 hours per week

Immersive events include:

28

Live interactive learning events and immersive experiences

4

Virtual action learning sets

4

Digital learning events
(forum theatres and commercial gamifications & simulations)

12

'Club Topic-anas'

4

121 executive coaching sessions

4

Networking events

Business application:

Learners apply their learning to a live business project in your organisation over the course of the programme.

Programme fees:

Start from **£8,750** per participant (depending on seniority and volume).





Think of it like a mini-MBA.

Across 4 modules and 12 monthly Missions, we cover the core personal and interpersonal skills and the critical commercial skills managers & leaders need to thrive in the 21st century

Module 1 Transforming Self

Self-Awareness & Curiosity

- Emotional Intelligence
- Psychometrics
- Authenticity
- Leadership Styles
 - Derailers
 - Confidence
 - Curiosity Styles
 - Growth Mindset

Time Management & Career Management

- Prioritisation
- Chronotypes
- MVP Mindset
- Time Management Techniques

DE&I & Culture

- Cognitive Diversity
 - Bias
- Psychological Safety

Module 2 Transforming Relationships

Communication

- Gravitas Equation
 - Storytelling
 - Assertiveness
 - Clarity

Meetings & Feedback

- Active Listening
- Courageous Questions
- Radical Candour
- Feedback Fallacy
- Attribution Error

Trust, Conflict & Collaboration

- Trust Triangle
- Influencing Styles
 - Persuasion
- Stakeholder Management
 - Negotiation
 - Kilmann
- Drama Triangle
 - Empathy
 - Creativity
 - Knowledge

Module 3 Transformational Leadership

Leadership

- Leadership Styles
 - Coaching
 - Scaling
 - Autonomy
- Mastery & Purpose
- Delegation

Change Management

- Strategic Planning
 - Improv
 - Yes and...
 - Signalling
 - Resilience
- Vision & Values
 - Ethics
- Sustainability

Operational Management

- Hiring
- Goals and KPIs
- Performance Development

Module 4 Transforming Business

Decision Making & Problem-Solving

- Satisficing
- Big Data
- Creative Thinking Techniques
 - Root Cause Analysis
 - Cynefin & VUCA

Finance & Governance

- Governance & Compliance
 - Budgeting
- Financial Literacy
- Business Ethics

Project Management

- Lean
- Agile
- Design Thinking
 - Waterfall
 - Planning
- Risk Management
 - Stakeholder Management



Case Study

Developing cohorts of emerging leaders at Anglo American

Over the last 3 years, we have helped develop hundreds of leaders at Anglo American with our 12 month Transformational Leadership Global Programme (custom-named 'The Achievers Programme').

As a result of our programme, **37% of alumni** received an internal promotion. Alumni also reported being more likely to feel proud to work for Anglo American and to feel connected to Anglo American's purpose.

In addition, those managed by alumni of our programme felt more listened to and more encouraged to challenge and express alternative views.

They also felt that their manager created a safer environment which was more suitable for continuous improvement compared to those managed by those who had not been through our programme.

Want to hear more?

For more information, please feel free to get in touch
with our client services team directly:

courses@futuretalentlearning.com



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futuretalentlearning.com