



FUTURE LEADERS 2025

A groundbreaking programme of
leadership and innovation



WELCOME TO FUTURE LEADERS

The six-month Future Leaders programme is designed for forward-thinking professionals with 5-10 years' experience.

On the programme, you will work in teams to develop capacity and skills to drive radical transformation and sustainability, while progressing and boosting confidence in your own individual leadership journey. Inspired, you will bring new thinking to your role and continue to collaborate with the Alumni of this unique leadership programme.



"Brilliant programme to get a variety of perspectives about the carbon challenge in the built environment. Took me out of my siloed contractor thinking, and I saw the challenges that consultants and developers also face. This has helped me shape my thinking to solve the carbon challenge to help address all issues that impact not only contractors, but consultants and developers too. I now also have a network of people from a variety of backgrounds who are passionate about the climate change, who I can test my thinking with and get advice from".

**EMMA GILCHRIST
LAING O'ROURKE**



"I left feeling immensely proud of the journey we all went on together and the outcomes we reached as teams and individuals. The experience was truly 10/10, I couldn't recommend the course more. I thought creativity and innovation weren't skills I possessed, how wrong I was. We are all creative and we are all innovators and we were supported to understand this for ourselves throughout. The course is truly unique and enabled me to develop much more than leadership skills. It has set the foundations I needed to make some next steps on my journey within the built environment sector".

**SOPHIE WEST
BRUNTWOOD**

BENEFITS FOR YOUR BUSINESS

- **Develop motivated and purpose-driven leaders** who understand the value of sustainability for business.
- **Facilitate the development of free-thinking individuals** with fresh perspectives and ideas, inspired by interaction with peers.
- **Equip future industry leaders** with the tools to make an impact and the drive to champion innovation.
- **Foster a culture of innovation** within your organisation.

BENEFITS FOR YOU

- **Fast-track your leadership journey** and become equipped with skills to lead business in a changing world.
- **Understand your process of innovation**, the tools required, and how best to create the conditions for innovation.
- **Form innovation teams with your peers** and learn how to develop business models for transformative change.
- **Develop lasting links** to a powerful community of your peers through the Future Leadership Forum ensuring your leadership journey is well supported beyond the programme.
- **Benefit from formalised links with UKGBC's Leadership networks**, including the Leaders Network and Change Accelerator - exclusive groups of senior business

THE PROGRAMME EXPERIENCE

WHO IS IT FOR?

The six-month programme, starting in January 2024, is designed for ambitious professionals with 5-10 years' experience, and will fast-track your leadership journey, giving you the experience of transforming an industry challenge into an exciting idea, and equipping you with the tools to make this a business reality.

Future Leaders can come from any background from within the built environment sector, and are selected by their enthusiasm to learn, an openness to new ways of thinking, and a desire to challenge current ways of working. It is not by any means a prerequisite to have sustainability in your job title – in fact the diversity of perspectives is crucial to the programme's success.

[Find out what our participants say about this programme](#)



TOP REASONS FOR PARTICIPATING

1. BE INSPIRED

Hear from expert speakers from within the built environment and beyond, providing you with inspirational leadership and innovation stories to draw upon.

2. DEVELOP YOUR LEADERSHIP SKILLS

Gain insights on leadership and purpose, reflect on the kind of leader you want to be and develop your own leadership style.

3. DEVELOP YOUR STORY

Learn storytelling techniques to help you engage and inspire others and maximise your influence.

4. LEARN LIKE AN ENTREPRENEUR

Learn about the process of innovation and have the unique opportunity to apply this in developing a sustainability idea into a workable business plan.

5. NETWORK AND LEARN FROM YOUR PEERS

Meet other professionals from across the built environment industry, grow your network, and develop important business to business strategies.



PROGRAMME TIMETABLE

The programme touch points:

Part One: Explore and Initiate

- Kick-off - 21st Jan (online)
- Innovation field trip - 28 - 30th Jan (Leeds)
- Check-in call - 12th Feb (online)

Part Two: Develop and Experiment

- Nature retreat - 18th - 19th Mar (Stroud)
- Check-in call (innovation work) - 3rd Apr (online)
- Storytelling workshop - 28th Apr (London)

Part Three: Showcase and Reflect

- Showcase - 5th Jun (London)
- Reflection session - 17th Jun (online)

Additional online check-ins on 12th February and 3rd April. You will also benefit from small group coaching and 1-1 sessions.

Participants will be expected to continue work on their projects and leadership reflections in between workshops. Guided learning is estimated at 40 hours in total, an equivalent of one full working day per month of the programme.



LEADERSHIP PROGRAMME ALUMNI GROUP

In the ten years since the programme's inception, the alumni community of UKGBC's leadership programmes has grown to include over 330 individuals, representing over 190 organisations from the built environment sector. UKGBC ensures this group can continue their journey and share experiences of sustainability leadership with our support. Upon completing this programme, all participants become part of the leadership alumni network and continue to benefit from peer-to-peer learning established in future leaders. We are kicking off a range of activities and workshops for the alumni networks too. We will share more information about them as they come up. If your email ID change has not been noted on our end and these emails are missing you, kindly get in touch.

PART 1: EXPLORE AND INITIATE

In this first three-day session we look at the macro trends impacting the built environment and explore the role of design and innovative leadership in a more sustainable future.

We will identify and explore personal leadership values and purpose and start on journeys of personal leadership discovery.

LEARNING OUTCOMES

- **Identify** your leadership growth areas and get insights from your peers, and programme facilitators and keynote speakers.
- **Understand** the external landscape, global trends and risks.
- **Explore** the role of business and individuals in providing innovative leadership.
- **Learn** about innovation processes and how to turn ideas into actionable business plans.



PART 2: DEVELOP AND EXPERIMENT

In Part 2 we will come back to the innovative ideas that the teams have been developing since the end of part 1, and offer further insights from our speakers. Future Leaders will then look at their influencing and story-telling skills and we will explore personal leadership in more depth.

These skills allow participants to develop the narrative that will allow them to coherently and effectively communicate their innovative ideas to stakeholders.

LEARNING OUTCOMES

- **Explore** key personal leadership skills and further work on key areas as identified in part 1 (own leadership journey).
- **Understand** the role of compelling storytelling in influencing others, learn how to create a story around your own ideas that allows it to be communicated effectively.
- **Deepen** understanding about the innovation process and sustainable business models, including prototyping tools.
- **Crystalize** thinking in teams around your innovative ideas in conjunction with the innovation coach.



PART 3: SHOWCASE AND REFLECT

Personal and innovative leadership outcomes for Future Leaders are shared to inspire and trigger transformational change across the sector as the programme builds to a showcase event with other leaders from across the sector.

The programme concludes with a session of leadership reflection in which participants will revisit their personal leadership plans and consider how to take their learnings from the programme further, as well as an opportunity to join the Leadership Alumni group.

LEARNING OUTCOMES

- **Identify** the next steps and actions they will take on completion of the programme.
- **Understand** how their personal leadership journey has developed over the last six months, and identify areas still to be developed.
- **Turn** theory and practice into action and impact through live performance delivery in the showcase event.



“Over six months we equip our sector’s brightest talent with the confidence, insights, skills and relationships to develop their own leadership style, and drive positive change in their own organisations. We look forward to welcoming the next cohort of passionate built environment professionals to the course”

**ELFRIDA HAMILTON-RUSSELL
DIRECTOR OF EXPERIENTIAL LEARNING
& LEADERSHIP**



The cost per person for the full programme is as follows:

- **UKGBC Keystone members:** £3612 (15% discount)
- **UKGBC members :** £4250
- **Non members:** £5750

*Discounts and bursary places are available for public sector, SME and not-for-profit organisations. Please contact us for more information.

Please note, accommodation for Hawkwood is included in the price of the programme. However all other travel and accommodation is to be covered by participants.

HOW TO APPLY

Applications for Future Leaders are now open. The deadline for applications is Friday 6th December 2024.

- **An application form** can be downloaded from our website at www.ukgbc.org/future-leaders

If you would like to discuss your application. Please contact [Shruti Sawant](#).



“The Future Leaders Programme was fantastic. It gave me the chance to connect with some truly inspirational people. I’ve learnt so much about sustainability, innovation and myself. It had a great mix of formats, including: individual learning, coaching, team work, external speakers, pitching, creating. I would recommend the Future Leaders programme to those wanting to make a lasting and sustainable impact to our built environment and to themselves”.

**EMMA SUEREF
VISTRY GROUP**



WITH THANKS TO OUR STRATEGIC PARTNERS:



TROUP
BYWATERS
+ ANDERS

UK GBC LEADERSHIP PROGRAMMES 2025

FUTURE LEADERS 2025
An action-oriented programme of leadership and innovation for early-stage professionals. This is a six-month programme designed for forward-thinking professionals with 5-10 years' experience in the built environment industry. It runs annually January through June.

APPLICATIONS TIMELINE
September - November 2024

PROGRAMME DATES

Part One: Explore and Initiate

- Kick-off - 21st January (online)
- Innovation field trip - 28 - 30th January (Leeds)
- Check-in call - 12th February (online)

Part Two: Develop and Experiment

- Nature retreat - 18th - 19th March (Stroud)
- Check-in call (Innovation work) - 3rd April (online)
- Storytelling workshop - 28th April (London)

Part Three: Showcase and Reflect

- Openness - 5th June (London)
- Reflection session - 17th June (online)

Leadership Forum

- Alumni networking opportunities - Ongoing

PROGRAMME FEES
UKGBC members, £4250* and non-members £3750*
*You can apply to Future Leaders 2025 here.

RECALIBRATE 2025
Exclusive leadership enrichment programme for C-suite and Board members in the UK built environment industry. This is a four-month programme hosted through virtual and experiential in-person formats with input from both in-sector and out-of-sector experienced executives. It runs annually from March to June.

APPLICATIONS TIMELINE
October 2024 - January 2025

PROGRAMME DATES

- Kick-off - 13th March (online)
- Night at the Museum - 27th March (London)
- Rebel Talks - April

- None of my business - April - May
- Leave a Legacy - 9th April
- Systems and Innovation - 29th April (online)
- Sustainability Leadership - 14 - 16th May (Netherlands)

- My Business Journey - 11 - 12th June (London)
- Leading the way - 26th June (Egham)
- Leaders Network - Ongoing

PROGRAMME FEES
UKGBC members, £4895* and non-members £6250*
*You can apply to Future Leaders 2025 here.

CHANGE ACCELERATOR 2025
A programme to inspire and challenge sustainability leaders to deliver breakthrough strategies and drive transformation in their organisations. This is a two-month programme aimed at middle to senior level business leaders (10-15 years' experience). It runs annually from October to November.

APPLICATIONS TIMELINE
Closing September 2025

PROGRAMME DATES

Purpose

- Kick-off call - September (virtual)
- Retreat - October (in-person)

Storytelling

- Workshop - October (virtual)

Systems and Strategies

- Systems workshop - November (virtual)

Report Out

- November (London)

Leadership Forum

- Alumni networking opportunities - Ongoing

PROGRAMME FEES
Final dates and fees will be released in February 2025

*We are listing a range of activities and workshops for the alumni network too. We will share more information about them as they come up. If your email ID charge has not been noted on our end and these emails are not coming, kindly get in touch. If you want additional information or register your interest email us at info@ukgbc.org

Some of the businesses that have invested in Future Leaders

- Arup
- Mitsubishi Electric Europe
- Redevco
- Bentall Green Oak
- Grenadier
- Laing O'Rourke
- Lamington Group
- HansonUK / Heidelberg Materials
- Hilson Moran
- Gensler
- Fabrix
- London Borough of Barnet
- GPE
- JLL
- BRE
- Laudes Foundation
- CBRE
- Countryside Partnerships
- Buro Happold
- Canary Wharf Group
- Hoare Lea
- Lloyds Banking Group
- WorldGBC
- Syzygy Consulting
- Longevity
- TFL
- Useful Simple Trust
- MACE
- Multiplex
- Fiera Real State
- Verte Ltd
- The Furniture Practice
- Cast Interiors
- Atkins Realis
- gcp Chartered Architects
- David Morley Architects
- Colliers

UK Green Building Council
The Building Centre
26 Store Street
London WC1E 7BT

ukgbc.org

The voice of our sustainable
built environment

Find out more about UKGBC
Leadership Programmes