

# FUTURE LEADERS

## 2024

A groundbreaking programme of  
leadership and innovation





# WELCOME TO FUTURE LEADERS



“Decisions being made by built environment leaders today will shape the places we live, work and play in for many years to come. We urgently need to equip our sector with the skills to re-imagine and radically transform our industry, so that we can avert climate and nature breakdown and shape places that create healthier, happier communities.”

Future Leaders is an exciting part of that story. 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.”

Bethan Harris  
Head of Sustainability Leadership



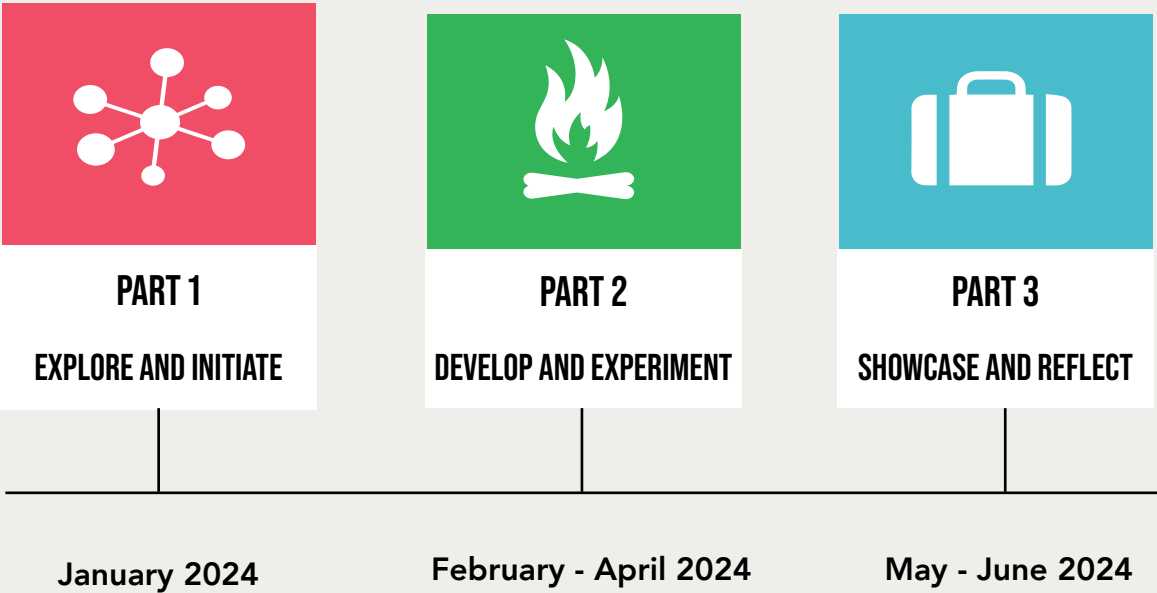
The six-month Future Leaders programme is designed for forward-thinking professionals with 5-10 years' experience – the cohort will work in teams and develop the capability and skills to drive radical transformation and sustainability, while progressing and boosting confidence in their own individual leadership journeys.

Upon completion of the programme, participants return to their respective organisations equipped with this new thinking and inspiration, continuing to collaborate through involvement in the Leadership Programme Alumni Group.



# THE PROGRAMME EXPERIENCE

The action-focussed programme runs across a six-month period and is structured in three parts:



There are a number of touch points for the programme:

- 1 **Kick-off** - 9th January AM (online)
- 2 **Innovation field trip** - 16th - 18th January (Bristol)
- 3 **Nature retreat** - 19 - 21st February (Hawkwood, Stroud)
- 4 **Storytelling workshop** - 10th April (London)
- 5 **Showcase** - 22nd May (London)
- 6 **Reflection session** - 20th June (online)

There will be two further online check ins on 1st February (AM ) and 14th March (AM) and participants will also benefit from small group coaching sessions and 1-1 coaching 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 is dedicated to ensuring that this group has the opportunity to continue this journey with our support and has established a dedicated alumni group that continues to work together beyond the programme to share experiences of sustainability leadership.

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 challenge, who I can test my thinking with and get advice from.

Emma Gilchrist, Laing O'Rourke

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

I joined the course somewhat unknowing. I didn't know what to expect, how things would go or if I would really get anything from it. 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





## 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 their leadership journey, giving them the experience of transforming an industry challenge into an exciting idea, and equipping them 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.

## 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, purpose and 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

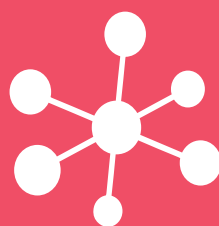
### 4. LEARN LIKE AN ENTREPRENEUR

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 relationships





## PART 1: EXPLORE AND INITIATE

[JANUARY]

In this first three-day session we take a 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 you on your journeys of personal leadership discovery.

### Learning outcomes:

- 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
- Identify your leadership growth areas and get insights from your peers, and programme facilitators and key note speakers



## PART 2: DEVELOP AND EXPERIMENT

[FEBRUARY - APRIL]

In Part 2 we will come back to the innovative ideas that the teams have been developing since the end of part 1, providing them with 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 in this part of the programme.

These skills will allow them 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 your thinking in teams around your innovative ideas in conjunction with the innovation coach



## PART 3: SHOWCASE AND REFLECT

[MAY - JUNE]

The programme builds to a mega showcase event with invitees from across the leadership levels where the personal and innovative leadership outcomes for Future Leaders are shared to inspire and trigger transformational change across the sector.

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

### Learning outcomes:

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





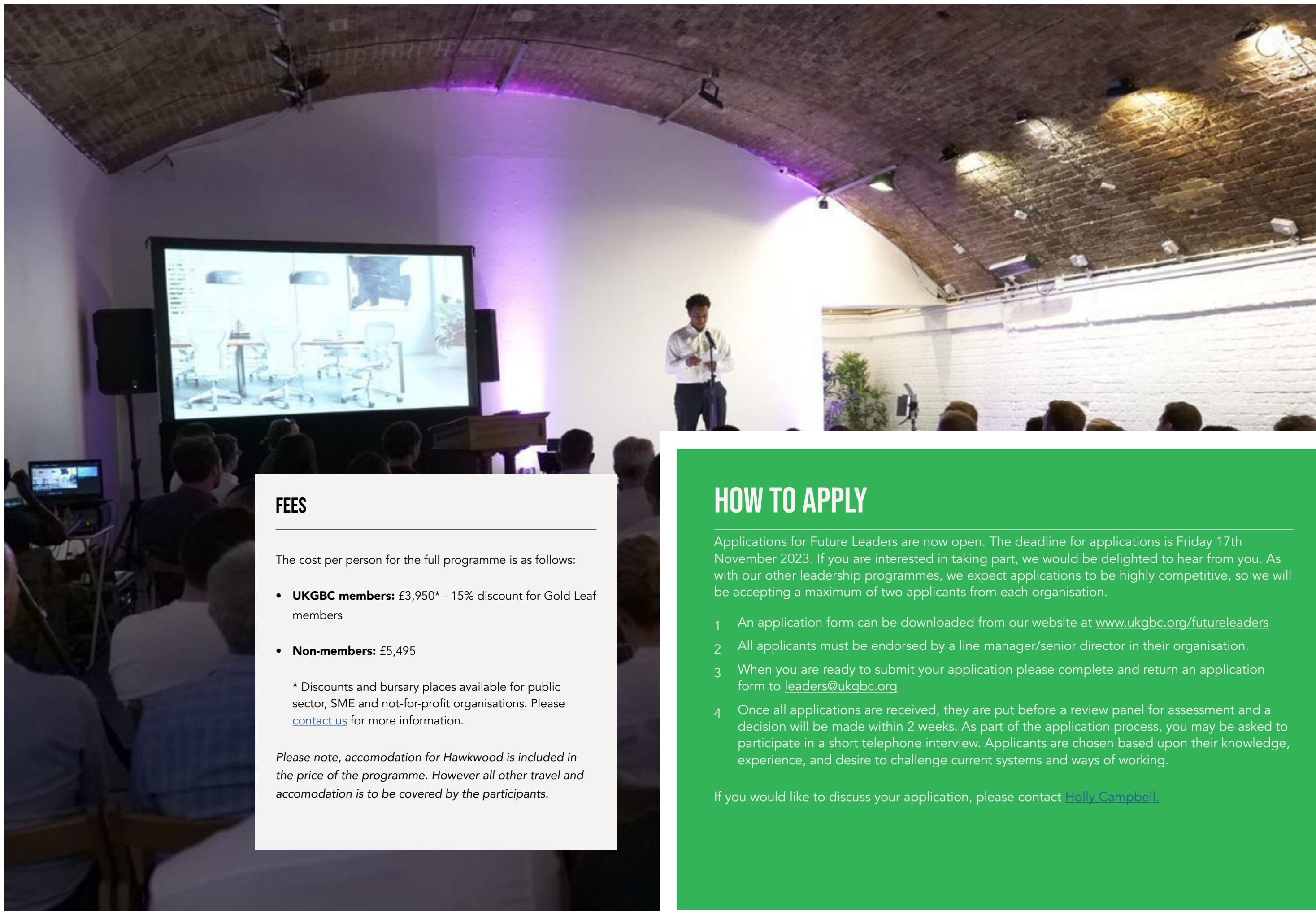
## BENEFITS FOR YOU

- Fast-track your leadership journey and become equipped with the skills to lead business in a changing world
- Understand the process of innovation, the tools required, and how best to create the conditions for innovation
- Form innovation teams with peers and learn how to develop business models for transformative change
- Develop lasting links to a powerful community of 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 executives from across the sector

## 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





## FEES

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

- **UKGBC members:** £3,950\* - 15% discount for Gold Leaf members
- **Non-members:** £5,495

\* Discounts and bursary places available for public sector, SME and not-for-profit organisations. Please [contact us](#) for more information.

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

## HOW TO APPLY

Applications for Future Leaders are now open. The deadline for applications is Friday 17th November 2023. If you are interested in taking part, we would be delighted to hear from you. As with our other leadership programmes, we expect applications to be highly competitive, so we will be accepting a maximum of two applicants from each organisation.

- 1 An application form can be downloaded from our website at [www.ukgbc.org/futureleaders](http://www.ukgbc.org/futureleaders)
- 2 All applicants must be endorsed by a line manager/senior director in their organisation.
- 3 When you are ready to submit your application please complete and return an application form to [leaders@ukgbc.org](mailto:leaders@ukgbc.org)
- 4 Once all applications are received, they are put before a review panel for assessment and a decision will be made within 2 weeks. As part of the application process, you may be asked to participate in a short telephone interview. Applicants are chosen based upon their knowledge, experience, and desire to challenge current systems and ways of working.

If you would like to discuss your application, please contact [Holly Campbell](#).



## WITH THANKS TO OUR STRATEGIC PARTNERS:

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BYWATERS  
+ ANDERS

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The voice of our sustainable  
built environment