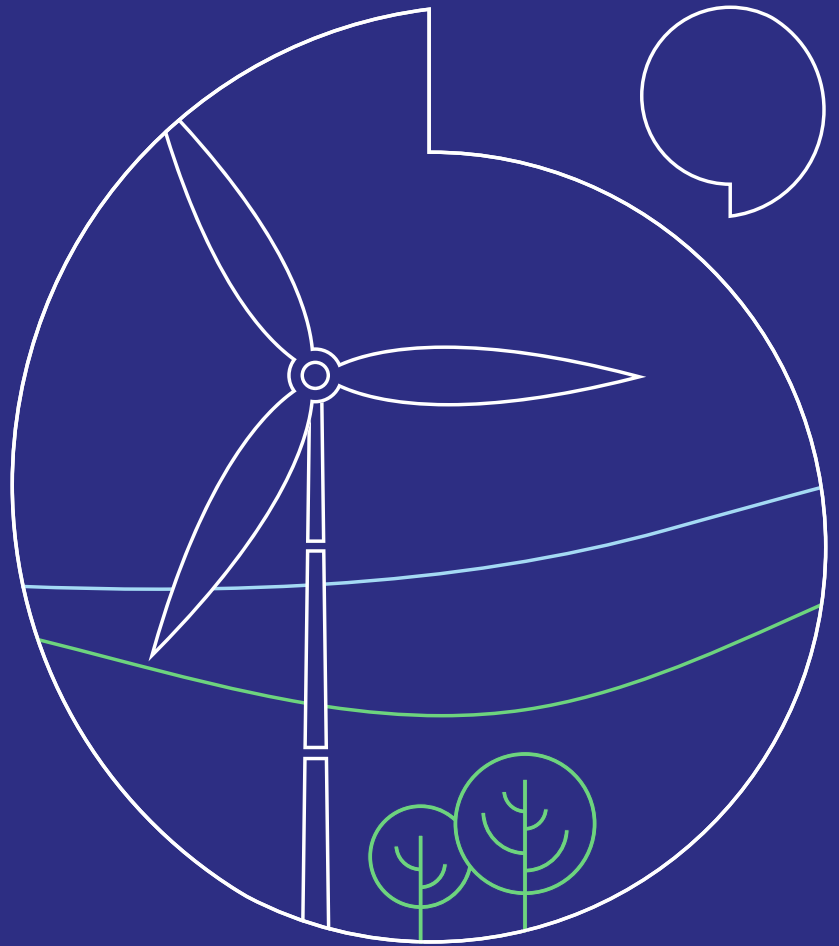


Your talent Our planet



**The Future Leaders Programme 2024:
Shaping leaders for a world in transition**

Join us in equipping your leaders with the essential skills
to thrive in a world moving towards net zero



In partnership with:



Ignite your leadership journey towards a sustainable future

In a world of unprecedented change, the Net Zero 2050 Future Leaders Programme prepares businesses for the future.

Right now, our future is more uncertain than ever, and all businesses need to prepare and plan for what it will bring. Business prosperity, resilience, and longevity, require preparation, particularly in a world that is changing around us. We need to be ready for the impact of climate change on supply chains, markets, consumerism, and legislation. This will require great leadership from you and your people.

Imagine cultivating leadership that not only adapts to change but drives positive change for your business and the environment. Imagine future-focused leaders who can lead high-performing teams, encourage workplace well-being, and build practices that nurture our planet.

The Future Leaders Programme is a nine-month, immersive experience that equips participants with these essential leadership skills.

Participants will gain awareness, knowledge, and skills that can reduce risk, improve business plans, and maximise opportunities to increase profits. FLP graduates will have the skills to give you and your customers assurances that you are on the right track to a net zero economy.





Our time to lead: Tackling climate change together

We are facing the biggest leadership challenge of our time: the fight against climate change.

Failing to meet our global net zero emission targets would be nothing less than catastrophic. Many of those currently leading this fight will be of retirement age by 2050.

Governments around the world are introducing climate change mitigation and adaptation measures. We are already seeing electrification of vehicles and fleet being implemented – but what else could happen and how would it affect your business? For instance, banks are now looking at Green Finance and environmental risk as key factors in business plans.

The Future Leaders Programme will help your emerging leaders understand and prepare for what is already known on the journey to net zero. The programme will equip them to be able to keep ahead of the curve in an ever-changing world and it will ensure that your organisation has climate change savvy leaders, allowing customers and partners to do business in confidence.

Your emerging leaders think differently, their values are different, and they will be making decisions for your business in 5-10 years time. Investing in them now is an assurance of future competitive advantage.

Book your place on the Future Leaders Programme by emailing:
richard@yournavigator.co.uk

Transformative outcomes and lasting benefits

On completion of the Future Leaders Programme participants will:

- have developed the self-awareness to be a more emotionally intelligent leader
- be equipped to empower others and lead with impact
- have an action plan for ongoing leadership development beyond the programme
- network with cross-sector peers and deliver a project that contributes directly to achieving net zero by 2050.



Journey
with a group of leaders from
**different
organisations**



Quickly
establish rapport and
**share
perspectives**



Senior leaders speaking on
**climate
adaption**
and commercial thinking



Mentoring
from senior leaders from
**different
organisations**



**Access your learning
from
anywhere**
through Zoom virtual delivery



**Work with
specialist
facilitators**
who are experts in their fields



**One-to-one
resilience
development**
with a personal trainer



**One-to-one
coaching**
with a
Professional Certified Coach



**Experiential
workshops**
with tried and tested methods



**A suite
of materials**
to support an ongoing
application of learnings



Opportunities
to address **live**
challenges and issues
within **your context**



Use of an
**emotional
intelligence**
app to monitor and progress
your EI development
for 12 months



**Knowledge,
ideas exchange,
and support**
from a leadership peer group



**Share
learnings**
through module assignments
and WhatsApp exchanges



**Work
collaboratively**
on a project that
delivers for **net zero**



Watch our programme video:
yournavigator.co.uk/future-leaders-programme/#FLP-Manchester-2022

The Future Leaders Programme 2024:

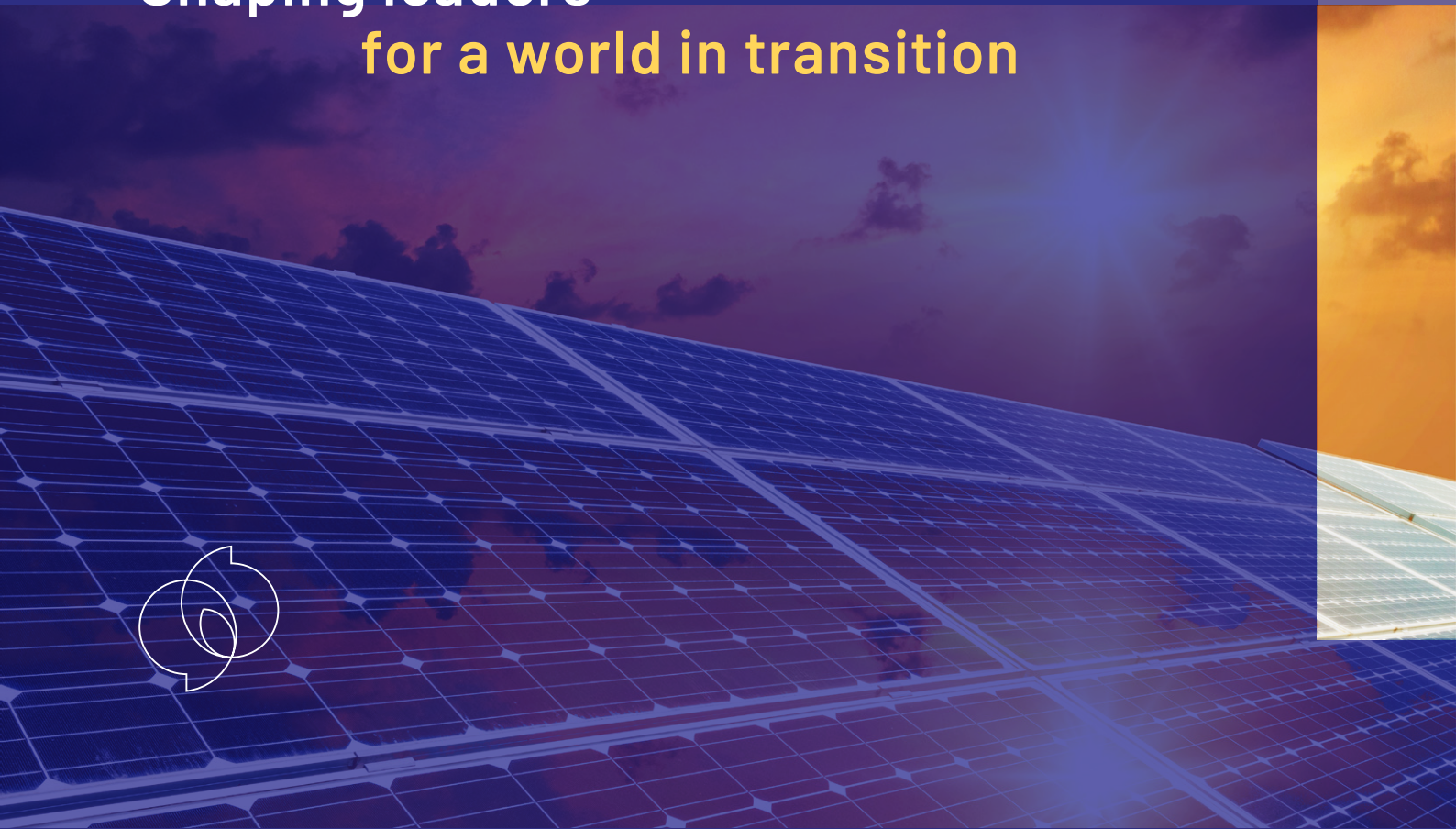
Who is it for?

The Future Leaders Programme is ideal for those in the early stages of their career and recognised for leadership potential in the next 5-10 years (if they are not there already).

To elevate their leadership capabilities, individuals would need to secure employer/sponsor support for a nine-month commitment.

Participants can be non-graduate, graduate or apprentice and can be working in the public, private, or third sector.

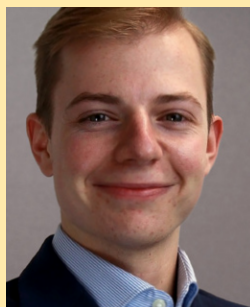
**Shaping leaders
for a world in transition**



Some of our members of the Future Leaders Programme:



Iqra Tabassum
Education Officer at
University of Bradford
Union of Students



Ben Copson
Policy Advisor at
Sustainable Energy
Association



Beth Yemm
Senior Compliance
Analyst at MCS



Nick Hinckley
Technical Officer
at the MCS



Georgia Phetmanh
Schemes Manager at
Renewable Energy
Assurance Ltd



Harry Ferguson
Freshwater Ecologist
at the Environment
Agency

To meet more of our attendees please visit:

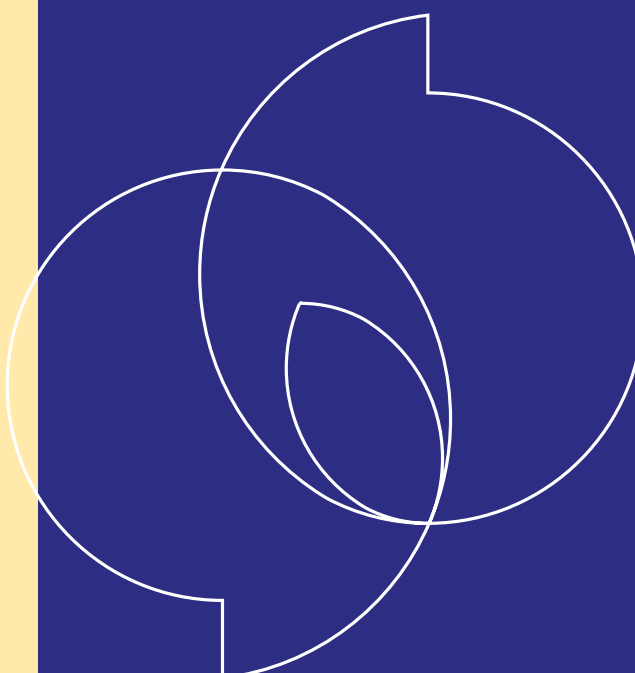
[yournavigator.co.uk/
meet-the-future-leaders](https://yournavigator.co.uk/meet-the-future-leaders)

Our mission:

Mobilising a generation
of business leaders
committed to driving
change for net zero
by 2050.

Our vision:

Trailblazing a culture
of collaboration and
innovation to prevent
further climate change.



Programme journey: From foundation to aspiration

Embark on a transformative journey through three phases: Foundation, Application, and Aspiration.

Phase 1: Foundation

The Foundation phase will equip delegates with the mindset and the essential leadership skills to start being effective leaders right away.

Over three months, delegates in cohorts of eight attend four highly-engaging interactive modules delivered virtually by a team of experienced facilitators, coaches, and psychologists. The content is accompanied by materials, reflective self-learning practice, and a one-to-one personal resilience session.





Phase 2: Application

Starting with a residential Strategy Retreat, the Application phase invites delegates to undertake a project over six months.

The Strategy Retreat invites participants to move from being a group of peers to being a team that delivers. At the residential event, participants will explore strategy and planning models, undertake Insights® profiling, participate in an outdoor adventure and begin working on their project together.

For the following six months, the cohort is supported by monthly Leadership Mentoring Groups which can include site visits, talks and communications skills training. The Application phase culminates in a project presentation to a select audience or event.

Phase 3: Aspiration

Following graduation at the end of the Application phase, delegates will be part of a growing network of leaders who collaborate and assemble periodically to review progress towards net zero, challenge each other, and drive accountability.

“I loved your programme because it was an opportunity to connect with other professionals. It was about shared experiences and knowledge.”

Voices of impact: Past **Future Leaders** speak

Discover the transformative experiences of past members who have reshaped their leadership journeys.



Vincent Bailey

Consultant Geologist, Environment Agency

“ Learning about my emotional intelligence and the follow-up coaching session has been continuously useful to judge how I need to interact with different people to get the outcomes or solutions needed to take a

project to the next stage.

To others, these may be only basic premises to come away with, but I think they are important lessons I hadn't learnt from previous jobs or my degree. I will try to pass these lessons on throughout my career and to my friends and family.

The program helped me realise that I need to take time to always consider the overarching course of the projects I am working on, what we are initially contracted to do and how we can re-contract to make the work best benefit our client as a standard part of business.”





Leia Pol

Sustainability Graduate
at RSE

“The course has equipped me with the confidence and skills to combat the unique challenges embedded

in Net Zero leadership.

A unique set of leadership skills from empathy to courage, to equip you in tackling the Net Zero leadership challenge.

Courage, empathy, and emotional intelligence are all skills which this leadership programme enabled us to explore within a safe environment, prior to implementing them through our work practices.”



James Pritchard-Evans

Senior Advisor Governance
and Engagement

“The programme equipped me with

the knowledge and real skills to lead in an evolving world, more than just the ideas of how it can be done. I wouldn't be in my current role if I hadn't been equipped to be a future leader.”



Emily Robinson

Team Leader at United Kingdom Accreditation Service

“The Future Leaders Programme was everything I wanted it to be and more, I have learnt valuable skills and tools to equip me to become a better leader. I also had the opportunity to meet new people on the same journey and work together to create something meaningful.”



Chris Smith

Design Manager
at Balfour Beatty plc

“The programme has been thoroughly engaging, the foundation phase blends a range of

various professionals into the leadership conversation with Rich which builds a strong foundation for the appreciation and reflection critically required for any aspiring future leader.

The application phase delivers in equal buckets as the learning phase. The project has highlighted what has worked in my career to date isn't applicable in other settings due to the diversity of people, industries and experiences – it adds a nuanced level of appreciation which isn't available within a single industry or company.

My takeaways so far are firmly around communication and emotional intelligence. The coaching techniques offered allows me to reflect on the lessons and navigate a way forward within my career and ambitions utilising tactics and nuances from a wider perspective. Leadership (personal and profession) is complex and challenging; but it's reassuring to have Rich on your side.”

The Future Leaders Programme 2024:

Meet the delivery team



Bill Davies

Bill is a business psychologist, and an expert in the field of emotional intelligence, having taken a central role in the development of a market-leading emotional intelligence measurement tool.

Bill brings a rich mix of skills and has lectured to post-graduate level in careers guidance. He has built a reputation for helping senior executives to navigate significant career and life transitions.

Bill's coaching and teaching style is eclectic, but fundamentally humanistic and practical. Clients remark on Bill's ability to listen deeply, helping them to think through and ultimately resolve, complex issues.

Bill says of the Future Leaders Programme:

“The programme acts as a significant accelerator to the skills, attitudes and capabilities of leaders.”





Faye Kilgour

Faye Kilgour, otherwise known as The ‘What If’ Coach, is deeply passionate about supporting future leaders to find their voices and to develop the skill sets they need to thrive in the ever evolving world of work.

Faye has worked in both the corporate and start-up world, as well as in the education sector. She has experience training educators in coaching skills, delivering coaching programmes to undergraduate students and facilitating workshops to support professionals develop their leadership skills. Faye is certified by the Co-Active Training Institute, has studied BSc (Hons) Psychology, and is an avid learner of all things ‘workplace psychology’.

Faye says of the Future Leaders Programme:

“Watching these young leaders learn life-changing skills is simply incredible. I wish this kind of training had been available at the start of my career.”



Mark Lovatt

Following a lengthy and extremely fulfilling career in the Physical Education Branch of the Royal Air Force Mark spent a further 10 years in executive positions in a large national charity, before a change in direction in 2021 to become self-employed.

Mark is passionate about creating environments where people can perform at their very best, where they can grow and develop and where leadership is evident at all levels. Mark places immense value on both employee and customer experience and believes that the principles of servant, ethical and transformational leadership enable this, and that they also enable leadership with love.

In his spare time Mark enjoys skiing, cycling, yoga, reading, and listening to music.



Ben Mizen

Ben is passionate about learning and the positive impact that it can have on individuals, teams and organisations.

Qualified and experienced as a teacher, youth worker and adviser, Ben has worked with numerous agencies with learning and training as the main focus.

Ben has further developed his interests in creative management and leadership, with the Kaospilots in Denmark, and also became a trained LEGO® SERIOUS PLAY® facilitator. In 2018 Ben founded Ideas Alchemy which blends the worlds of smart thinking, innovative training, pure creativity, team development and organisational culture. Ben also lectures part-time.

Ben says of the Future Leaders Programme:

“The possibilities that are created by bringing together a group of people who don’t know each well, make the sessions thoroughly engaging and rich with shared learning.”





Sharon Collier

Sharon spent 23 years working within FMCG organisations (Travel and Food) and loved the energy of these fast-paced environments. She began her career in operational roles before moving into the field of people development, latterly holding several senior roles in large organisations.

On leaving the world of FMCG, she moved into the charitable sector and held a change programme director role in a national charity, before setting out as an independent leadership specialist in 2009. In parallel to all of this, Sharon worked for 10 years as a Visiting Lecturer at Bath Spa University.

Sharon brings a wealth of commercial as well as coaching, facilitation and leadership experience to the table. She is passionate about supporting individuals to create their own leadership style.

Sharon is an NLP Master Practitioner, holds a post-graduate certificate in Coaching & Behavioural Change from Henley Business School (Reading University), and is a Human System Dynamics Practitioner.



Becky Hibbert

Becky Hibbert is Deputy Director for Sustainable Business at the Environment Agency leading across sustainability topics including embedding Net Zero, nature positivity, circular economy, and equity across operations.

Becky has worked for the Environment Agency for 12 years and has a depth of experience in environmental regulation, environmental enhancement project delivery, policy implementation, business management and sustainability leadership. This has included working closely with partners across government, industry and third sector to deliver nature based solutions on the ground, including natural flood management and river restoration schemes.

Becky is a graduate of the Navigator Leadership Programme, and is putting these skills into practice as she leads the Environment Agency through the challenges of Net Zero, environmental net gain, and nature positivity.

The Future Leaders Programme:

Meet the founder team



Ian Rippin

Ian is chief executive officer of MCS – the Microgeneration Certification Scheme. MCS is a profit-for-purpose organisation operating at the heart of the UK's adoption of renewable energy sources for our homes and small businesses.

MCS is responsible for the national standards that cover low-carbon products and their installation, used to produce electricity and heat from renewable sources. Ian is currently leading MCS through a period of transformational change as the organisation strives to inspire the next generation of home-grown energy, fit for the needs of every UK home and community.

Ian is a member of the government's Green Jobs Delivery Group, the Department of Levelling Up, Homes & Communities' microgeneration and renewable technologies competency committee and the Department for Energy Security and Net Zero's electrification of heat task force. He is a board member on Liverpool City Region's Clean Growth Board and Manchester's Green Economy Advisory Board.





Lee Rawlinson

Lee is the Chief Resources Officer for Greater Manchester Police where he leads all the critical corporate services from Finance, HR, Digital and data through to fleet estates, governance, and risk.

The force is the second largest in the country after the Met so is critical in helping the wider policing agenda for all the UK.

Lee is a strong advocate for diversity equality and inclusion and has worked with charities for over 15 years to help communities, people, and the environment.

Lee is the former director of sustainability at the Environment Agency so is a huge advocate of the global sustainability agenda and ensuring we do all we can in the battle against climate change.



Richard Cartlidge

Richard is a leadership development specialist and former Royal Air Force Navigator who flew Chinook Helicopters and led operational missions in Bosnia, Kosovo and Afghanistan. He also trained mission commanders for operational duty.

Richard knows what is required from leadership. He has transferred his considerable military experience and academic studies of leadership (including an MRes in Leadership Studies at Exeter University) and applied them to the corporate space. For over 20 years, Richard has worked with individuals, teams and organisations delivering leadership development solutions and equipping leaders to be resilient, confident and able to work through uncertainty.



Take the leap: Enrol in the **Future Leaders Programme** today

Ready to shape the future? Learn more about the enrolment process and take the first step towards transformative leadership:

- 1 Choose your **FLP 2024** start date from [here](#)
- 2 Message richard@yournavigator.co.uk with confirmation of your choice of start date and your commitment to all elements of the programme.
- 3 By return you will be sent an agreement form and an invoice that you can pay by credit card or use to raise a purchase order. Once payment has been received you will be sent course joining instructions.

“Leadership is very often the answer to difficult issues, and it certainly is in relation to climate change. I’ve seen how transformational this programme is, and to be able to contribute to the growth of future leaders who are committed to making a difference to an existential problem is immensely satisfying and hugely rewarding.”

Mark Lovatt, Future Leaders Programme facilitator





Investment

If you are investing in leadership development, invest in the planet too. Places on **FLP 2024** are £4950 + VAT per person. Bursaries are available to optimise inclusion. Please get in touch to discuss.



**FUTURE
LEADERS**

yournavigator.co.uk/future-leaders-programme