

## Future Leaders – what’s it all about?

Applications are currently open for our city-wide training programme, Future Leaders of Nottingham. We caught up with Holly James, Future Leaders Support Officer, to get her take on what the programme is all about and why people should take part.

### What is it?

Future Leaders of Nottingham is a positive action programme for people with leadership potential, working in the public, private or voluntary sector. Leadership isn’t about position, it’s about empowering others and translating vision into reality, which is why we welcome applications from all levels of seniority – you don’t need to be a manager to apply.”

### Who’s it for?

As a positive action programme, we’re looking to recruit people from under-represented groups. This includes people from Black, Asian and Minority Ethnic communities, those who identify as LGBT+ and people with disabilities.

Applicants must also be ready and willing to progress their careers, learn more about themselves - including their strengths and weaknesses – and have the desire to lead and be an example for others.

### What’s involved?

The programme will include 17 masterclasses, spanning three areas. The first series of masterclasses will focus on self-reflection and identifying your strengths, weaknesses and values. Then you’ll go on to learn about business, strategy, communities and finance, before finishing with a look at transformation and how to effect change.

In addition to the masterclasses, you’ll have the chance to work on a project of your choice as part of a group, and you’ll be paired with a mentor in a senior leadership position, as well as a coach from the East Midlands Coaching Pool.

You’ll need to commit to attending masterclasses on two full days a month – throughout the 8-month long programme.

### How much does it cost?

Organisations sponsor places on the programme, so there’s no cost to individuals. To take part, you’ll need to be sponsored by your employer and have the support of your line manager. We have a price tier for each sector, to remove financial barriers to participation, with voluntary sector places sponsored by private sector organisations.

**Voluntary sector:** Free places available

**Public sector:** £2,200 per person

**Private sector:** £4,400 per person, which includes sponsoring a voluntary sector place

## How do I apply?

The deadline for applications is Sunday 27 May 2018. You'll need to complete an application form and monitoring form, and look over the person specification to check you meet the criteria we're looking for. Please send both completed forms and your CV to [holly@renewaltrust.org.uk](mailto:holly@renewaltrust.org.uk)

## What if I don't meet the criteria?

The advice I give to people is that anyone is welcome to apply. However, as Future Leaders is a positive action programme, not meeting the criteria will be taken into account during the shortlisting process.

## What happens after I apply?

Shortlisting will take place the week after the deadline (27 May 2018), carried out by an independent panel. The panel will score applications based on the degree to which each applicant meets the person specification. 20 shortlisted applicants will then be invited to attend a comprehensive Assessment Day. If you're successful following the Assessment Day, we'll let you know you've secured a place on the programme a week later.

## What happens on the Assessment Day?

The Assessment Day is a full day of activities and tasks, designed to establish your suitability for the programme. It'll take place at Loxley House on 3-4 July, with 10 candidates taking part on each day. It includes one-to-one interviews, a group goldfish exercise (a tool for analysing and improving group discussion) and psychometric testing. This sounds daunting, but past applicants have said they found the day enjoyable and different from anything they've experienced before.

## When and where will the programme take place?

The first masterclass will be in September, and the programme will run until April 2019. There'll be a maximum of two masterclasses a month, with each masterclass lasting a full day. We try to use a different Nottingham venue each time, including Antenna, Nottingham Contemporary and Trent Bridge.

## Who runs the programme?

The Renewal Trust runs the programme day-to-day, on behalf of a steering group made up of leading organisations in the city, including Nottingham City Council, Nottinghamshire Fire and Rescue Service, Futures Advice, Nottingham City Homes, Communities Inc and Nottingham University Hospitals NHS. We're always looking for more organisations to get involved.

## How is Future Leaders different from other leadership programmes?

While there are other leadership programmes, Future Leaders of Nottingham is unique because it has the backing of the city at the highest level – and because it operates across all sectors – public, private and voluntary – with staff from any organisation welcome to

apply. The programme has been widely featured in the local and national media and we've recently been nominated for a National Diversity Award.

Masterclasses are facilitated by nationally-recognised tutors and they take place in different venues across Nottingham, giving you a diverse, exciting, high-quality learning experience. Even after you've completed the programme, you can stay involved via a growing alumni network of Future Leaders, and continue learning from and being inspired by your peers.

### What do previous participants say about the programme?

"It's the best training programme I've ever attended. I'd highly recommend it to anyone who wants to progress their career and has the confidence to take on new challenges."

"With my mentor, I got an idea of what it's like at senior levels of management, what it's like leading your entire organisation, and how to put leadership skills into action."

"I've enjoyed every minute of the programme, the whole thing, it was really, really great."

"At the start of the programme I would say I was confused, indecisive, and I didn't have an action plan. But now I do have a plan, and I know the main career direction that I want to move towards."