

Academi Arweinyddiaeth
Cenedlaethau'r Dyfodol
Future Generations
Leadership Academy



Future Generations Leadership Academy

2021- 2022



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Foreword

Inspiring Wales' Future Leaders

By Sophie Howe

Future Generations Commissioner for Wales

"Acting today for a better tomorrow" is how I summarise the Well-being of Future Generations Act. All public bodies in Wales, including the Welsh Government, are required by law to consider the impact of the decisions they make today on future generations.

Applying long-term thinking to policy decisions and investments has transformed Wales into a global leader on sustainable development. This leadership is required now more than ever if we are to tackle climate change and build an equal, just and green recovery from the Covid-19 pandemic. Realising a wellbeing and sustainable Wales requires us to equip our future leaders, from all sectors, with the leadership skills and knowledge they need to achieve the vision of the Well-being for Future Generations Act.

I would be delighted to welcome you to the second edition of the Future Generations Leadership Academy. Our programme builds on our successful 2019/20 pilot and will involve partners from the public, private and voluntary sector.



An independent evaluation of our pilot academy found that we achieved our objectives in building leadership skills and recommended that we continue this unique and valuable programme to train young leaders in Wales's world-leading approach to sustainable development.

I am applying a long-term lens to the academy by forming an alumni network for the graduates of our pilot programme. We will convene our alumni throughout the year and expand the network with graduates from each annual academy. In the six months since the end of our pilot, our alumni have become ambassadors for the act in Wales and around the world – and champions in the movement of change for the act. .

This is not a typical academy programme where you get your certificate and say goodbye – you become part of the Future Generations team – and together we grow the movement of change, and leadership drive, that Wales needs to transform itself into a well-being and sustainable nation. I do hope you will join us as we inspire the next generation of Welsh leaders.

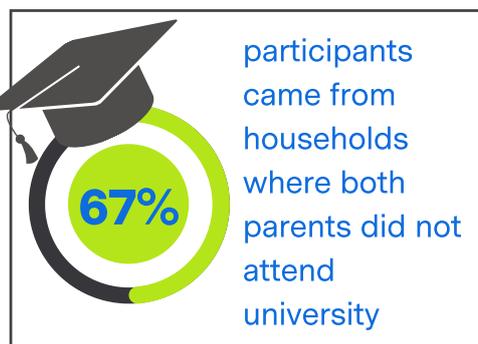
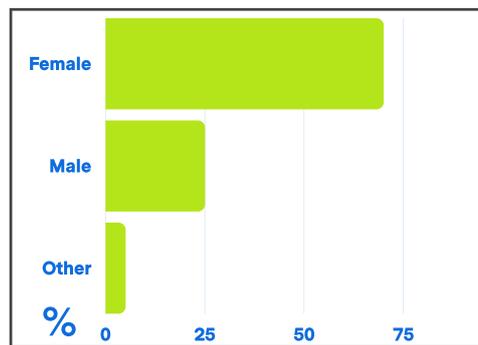


The Leadership Academy 2019-2020 Programme

A diverse group of 20 young leaders were trained in leadership skills, in the Well-being of Future Generations (WCFG) Act, and how to implement its goals.

Participants engaged with inspirational speakers in Welsh public life, including with Welsh Ministers to discuss sustainable development. A reverse mentoring programme facilitated the exchange of advice on young leaders perspectives on future generations to leaders of Welsh public bodies. Ten participants became Welsh ambassadors at the One Young World Summit 2020.

The ten-month programme was delivered over 80 hours through in-person workshops, then virtually following the COVID-19 pandemic. Participants between the ages of 18-30 were recruited from 14 organisations which sponsored the programme and through an open recruitment competition. An independent evaluation concluded that the programme met its objectives and recommended the development of an annual and ongoing programme.

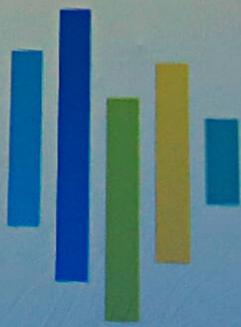


Intended participant outcomes 2020

Outcomes achieved

Development of knowledge, skills and confidence to a high standard	Achieved to a significant extent ✓✓✓
Development of social and professional networks to include a diverse range of leaders across Wales	Achieved to a significant extent ✓✓✓
Experience working with current leaders to understand future challenges and trends	Achieved to a limited extent ✓
Understanding the wider power landscape and levers to influence future policy	Achieved to a good extent ✓✓
Development of a deep understanding and appreciation of the WCFG Act and confidence working through it	Achieved to a significant extent ✓✓✓

Summary of the independent evaluation, produced by 20 Degrees Consulting



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Academy participant Gwenfair Hughes, Arts Council of Wales, speaking at a Wales in the World event in 2019



The Future Generations Leadership Academy Programme for 2021-22

- The programme comprises seven modules, with between 60-80 hours of programming, delivered virtually, with the exception of 2-3 in-person networking events (dependent on COVID-19 restrictions). In person events will likely be held in Cardiff and travel will be covered.
- The programme will be designed and delivered by the FGCW, with support from Academi Wales and a youth development organisation.
- It is expected around 30 participants (between the ages of 18-30) will be recruited for the academy programme, through organisational sponsorship or partnership agreements and also through an open selection process.
- The academy is committed to recruit a cohort of young people which represents the diversity of Wales.
- **The programme will run from November 2021 to June 2022.**

Alumni Network

Participants from the first academy have formed the FGLA Alumni Network which meets quarterly with the Future Generations team and aims to:

- provide a community of practice, and opportunity for peer-to-peer exchange around sustainable development and leadership
- ensure the perspective of future generations is captured in the development of the Commissioner's strategy and work-plan
- facilitate opportunities for the alumni to become ambassadors for the WCFG Act and for Wales on sustainable development

Since the end of the first academy, alumni members have presented at the opening ceremony of the UN Youth Environment Assembly, joined the Welsh Government Future Generations Fforwm, and five alumni members will be representing the Welsh Government at the One Young World Summit 2021.

Graduates of the second academy will be invited to join the alumni network, and this network will grow each year, forming a key part of the movement for change for well-being and future generations in Wales.

Speakers from the first academy programme in 2019-2020; Senior leaders from Welsh public life, including Welsh Ministers, will be invited to join the second academy.



Michael Sheen, Actor and Activist



Jane Hutt, Ms



Jeremy Miles, MS



Sophie Howe,
Future Generations Commissioner





The Programme

The academy curriculum is designed to develop the leadership potential of participants, and covers seven modules. :

Workshops

A series of interactive and practical workshops that will focus on building the skills needed to lead for future generations, These include: Understanding Self & Others; Future Trends & Scenarios; Mental Toughness; Advocacy, Communications & Project Management skills.

Reverse Mentoring

This innovative element of the academy will see us turn the traditional mentoring process on its head. You will participate in mentoring training including a practical workshop in preparation for being matched with a current CEO in Wales who you will work with to explore organisational culture and workshop solutions to challenges faced by their organisation.

Individual Well-being of Future Generations Action Plans

Participants will identify a topic in their organisation, sector or community around which to design a Well-being of Future Generations Action Plan. Supported by our Change Makers, participants will create a tailor made plan across the entire programme.

For example – a participant from a public body might decide to create an action plan to support greater awareness around diversity, inclusion and equality in the workplace for their organisation.

How Wales Works

Participants will engage with Inspirational speakers and in-depth discussions with Welsh Ministers and leading Welsh and global sustainable development leaders

Participants will expand their understanding of good practice for leadership in sustainable development in a Welsh context– with a specific focus on leadership for the Well-Being of Future Generations Act

Understanding the Well-Being of Future Generations Act

Participants will receive training on the Act, how it works and how they can apply it through engagement with the FGCW team.

Participants will understand how the FGCW team operates and how it can support them and their organisation to achieve WBFG goals

Leadership in Action

A series of sessions to build knowledge and insight by learning from the expertise and experiences of current sustainable development leaders from the Welsh public, private and voluntary sector.

Young Leaders Summit

The Summit in June 2022 will engage international youth leaders and Welsh Government Ministers to share good practice on sustainable development from an international and perspective



Academy Participants Dan Tram (Arup) & Molly Palmer (Wales Millenium Centre)



Why join the Future Generations Leadership Academy?

Since its introduction in 2015, the Well-being of Future Generations Act has become a cornerstone of policy-making in Wales. Progress towards the achievement of the seven well-being goals underpinning the act has steadily increased amongst the 44 public bodies in Wales required by law to implement it. In addition a growing number of private and voluntary sector stakeholders are seeking to align their strategies to the act.

The academy aims to train young leaders from across Welsh public life to build their understanding of the act and how to achieve its goals, while building leadership and networking skills around sustainable development. In addition, the academy alumni network provides ongoing opportunities for graduates of the academy to engage in sustainable development policy-making and debates.

Developing leadership skills and gaining an insight into the act equips participants with the know-how to implement the act in their communities, organisations or sectors - and build a movement for change for the act across Wales.

What should I expect as a participant in the Academy?

- There will be 60 hours of core programming for our participants. Some participants may wish to undertake additional home work, networking, and attend external events which could mean the programme for some participants could be up to 80 hours in total.
- All sessions will be recorded to ensure no participant misses out. Most sessions will take place in the late afternoon on week days and will last up to 2 hours.
- There will be 2-3 in-person events to allow for face-to-face networking and collaboration. These will be held half way through the programme and at the end. Events will likely be arranged in Cardiff with north and mid Wales locations under consideration. All in-person events will be subject to COVID-19 guidance. Travel costs will be covered by the academy.
- A flexible accessibility fund is available for participants who may experience financial or other barriers affecting their participation in virtual or in-person events.
- 1-1 support will be available to all participants throughout the academy.



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The Academy theory of change and the impact we want to achieve

Impact

Academy partners improve their progress in implementing the Well-being of Future Generations (WCFG) Act

The Movement for Change for the WCFG Act grows in and outside of Wales

- Academy alumni apply their knowledge of the WCFG Act and action plans within their organisations, sector or community
- Increased opportunities for academy alumni to apply for leadership and board positions in the Welsh public, private and voluntary sector
- Academy sponsors apply the advice they receive from academy participants and alumni in policy-making and strategies

Long Term Outcomes

Participants

- Will understand: 1) good leadership practice; 2) the WCFG Act and how to apply it; 3) how to utilise a network to achieve WCFG goals
- Develop WCFG action plan for their organisation, sector or community
- Join alumni network to continue peer engagement on sustainable development

Sponsorship Partners

- Increased understanding and awareness of the WCFG Act through engaging in the academy
- Receive advice from academy participants and alumni on how to achieve WCFG goals
- Increased engagement with stakeholders in Wales, and globally, around sustainable development

Short Term Outcomes

- 1) Recruit diverse set of young leaders for the academy programme
- 2) Academy programme delivers:
 - Leadership & skills training around the WCFG Act
 - Access to a network of WCFG supporters and practitioners
 - Engagement with leaders from public bodies, private and voluntary sectors Sector on the WCFG Act
 - Support for participants to develop WCFG action plans for their organisation, sector or community
- 3) Alumni network created for graduates of the academy, the network will identify and facilitate opportunities for alumni to advise Welsh public, private and voluntary sector stakeholders on the WCFG Act

Activities



Timeline 2020 - 2021

June 2021	Finalise sponsorship partners
July- October	Recruit all participants
July-October	Establish Academy Advisory Group and finalise programme and monitoring, and evaluation programme
November	Launch 8 month virtual programme
December or January	Organise in-person networking session for all participants (subject to COVID-19 rules)
June 2022	Academy programme ends with Young Leaders Wales event
July- September 2022	Complete Evaluation

Join us!

For more information, please contact:

Jonathan Tench and Najma Hashi
Future Generations Leadership Team
Office of the Future Generations Commissioner for Wales
Jonathan.Tench@futuregenerations.wales
Najma.Hashi@futuregenerations.wales



Testimonials



Graeme Farrow Artistic and Creative Director, Wales Millennium Centre

"One of the key aims for Wales Millennium Centre is to raise the aspiration of every young person in Wales. We believe that a successful future for Wales and the young people of Wales is ultimately a future that is creative so we are developing programmes with young people which look to develop skills for work and creative mindsets for life. It is our hope that, as a result, we will provide support the next generation of future leaders. So we jumped at the opportunity to be a part of the Future Generations Leadership Academy programme. Our participant Molly Palmer has already found the experience inspiring, challenging and informative and, in particular, has benefited from being able to share a vision for our future with a diverse group of young people that she would not come across at work or in her peer group. Anyone interested in making Wales more sustainable, creative and productive by investing time in young people with talent, vision and energy should take an interest in and seek to get involved with this ground-breaking programme"

Lisa Yates Director of People and Organisational Development, Transport for Wales

"TfW feels like this programme gives us something different to other leadership programmes. It's important that future leaders have the insight and knowledge to lead people and organisations through change but not just in relation to the organisation itself. We must examine and lead on wider issues such as climate change, sustainability, poverty and health to make Wales the Wales we want. It's still early ideas although I do see Emily-Rose gaining confidence and broadening her thinking in terms of the FG Act how the behaviour of organisations has a much wider impact across sectors and communities. It's different and it captures the positivity of youth with the art of what just might be possible."



Ali Abdi, Cardiff Community Gateway & Citizens Wales

"I wanted to be part of the Academy Pilot because I felt I can offer some of my own experience and journey of what it takes to be a leader in Wales. The future of Wales depends and relies upon on our future generations to take us through to the next phase and this pilot offers just that to this cohort in influencing their very own journey where they'll develop fantastic new skills and be exposed to an immense array of experiences that'll help them along the way to becoming the very best leaders of tomorrow."

Ashley Bale, Tech4Good

"My interest in the academy derives from my experiences, upbringing and background. After hearing about the brand-new Well-being of Future Generations (Wales) Act - I recognised that positive change was coming from the result of this pioneering enactment. I have been fortunate in being able to find my path and learning what I am passionate about most - helping others-leading to an interest in the Academy. The academy has provided me with reassurance and a reverberating feeling that the Well-being of Future Generations (Wales) Act is already and will continue to equip people for a brighter and better future in Wales. If you feel that you want to make a difference, have something to offer, contribute and hold passion around the Future Generations of Wales. I recommend you apply. No matter what your background, experiences or qualifications - with a desire and creative vision, you have all it takes to make the difference and have an influence. The Academy needs people just like you."





Testimonials



Mishan Wickremasinghe

"I was interested in being a part of a leadership academy with a focus on the future. I have seen other programmes which only looks at how to profit, however this programme shows the skills to build value for social gain rather than only economic gain. So far, I have networked among other young leaders from a variety of sectors across the whole of Wales. Giving me a wider perspective and diversifying my knowledge base. The academy has seen me visit conferences in London and Berlin."

Gwenfair Hughes

Being part of the Future Generations Leadership Academy has been a special experience. Although the academy is in its infancy, I already feel my confidence and belief in myself develop. The rich learning process we receive from experts and leaders prepares us for the necessary skills we will need now and in the future. It's been great to have a platform to share what I'm passionate about. But it has also been an opportunity for me to challenge myself for the better. What I have learned will undoubtedly affect the way I work for a long time to come. I recently had the opportunity to represent the academy as part of Wales Week Dublin on a panel; something I thought I wouldn't have been able to do before joining the Academy. My thanks go to the academy, and I would encourage any young person to grab the opportunity to take part in this professional and personal development.



Kirsty James

"Joining the Future Leadership Academy is a honour and I feel so humble to have this opportunity. I want to develop leadership skills and learn from others. this programme is certainly meeting my expectations. We have had a series of workshops so far, which have been inspiring, mind expanding and most of all fun. This programme fits with my own values and I feel so passionate about implementing the Future Generations and Wellbeing Act into my own work. I have gained so much confidence in myself and believe that I am worthy of developing my skills. I am Severely Sight Impaired and this often affects my confidence in Employment. I feel I am breaking down my own barriers and taking ownership of what my needs are. I recently attended a Learning Event in Berlin with the Welsh and German Government. This was one of my biggest career opportunities and I am So grateful to the Future Generations Team for all the support they have provided."



Joshua Beynon Councillor, Pembrokeshire County Council

Joining the academy has done wonders for how I prepare myself and the people I interact with for the future. The number one thing I wanted to learn was how to bring people along with us when the problems such as climate change, inequality and social care might not affect them in the present moment. I have learned about how to communicate effectively and importantly how to deal with people who have different personality types to me. If you are thinking of applying to join the academy, it will be the best thing you do for both now and for the future.



one YOUNG WORLD LONDON 2019

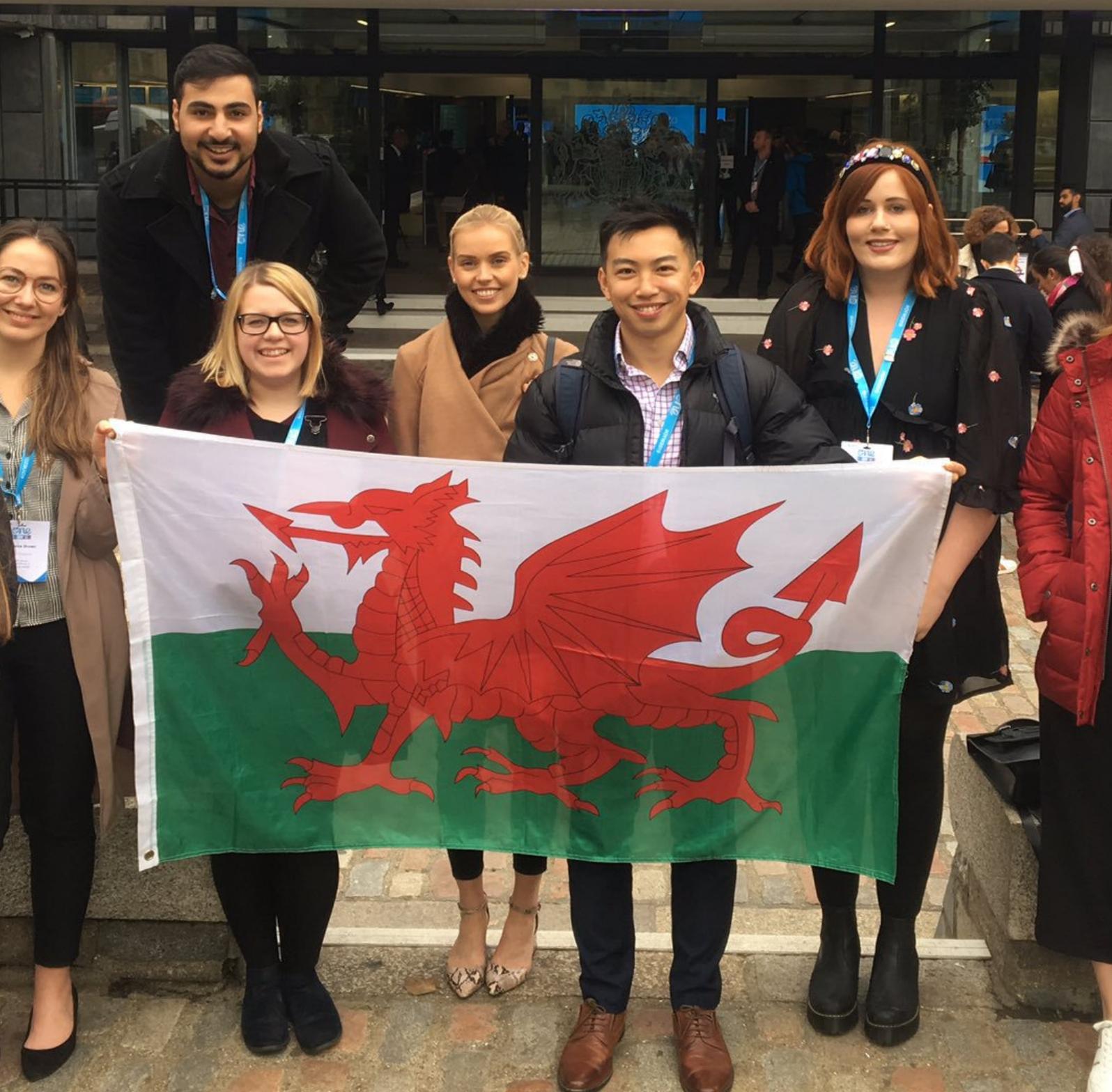
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E E N E L I Z A B E T H I I C



Our alumni at the One Young World Summit 2019

