



# Future Generations Leadership Academy

**2023 - 2024**





## Foreword

# Inspiring Wales' Future Leaders



From the moment I heard about the Future Generations Leadership Academy, I knew it was something I wanted to continue throughout my term as the Future Generations Commissioner for Wales.

It has never been more important to develop the leaders of tomorrow as future generations champions. I have called for urgent, transformational change, and our young people are crucial in making that change a reality.

It is our aim to build the confidence and resilience in our future leaders to make the tough decisions for our people and planet, think critically about global trends, and use our understanding of the future to shape our decisions today.

Members of our alumni network have gone on to champion the Well-being of Future Generations Act long after they have graduated from the Academy. From speaking at the United Nations, to becoming Future Generations co-ordinators in Welsh organisations, to meeting with government officials from overseas, our alumni have proven that they are not leaders of tomorrow, but leaders today.

This year will be the third edition of the Future Generations Leadership Academy, and it promises to be the best yet.

An independent evaluation of last year's academy revealed that 96% of participants said they were confident in their ability to explain the purpose and workings of Wales' well-being goals whilst 88% were confident in challenging traditional ways of working within their workplace and 80% feeling able to challenge decisions that have already been made.

We are delighted that 100% of line managers stated that taking part in the Academy had supported the leadership of the participant they line managed, and that they would recommend the programme to others.

We are using the learnings from the independent reviews of our past academy programmes to build upon this success.

We are seeing a shift in values from generation to generation. From the way we work, to the products we consume, our future leaders are prioritising the well-being of Wales and future generations.

These views must guide our understanding of the future so we are making inter-generationally fair decisions; that's why I'm proud that our academy members become a part of the future generations movement and are crucial to shaping the work we do.

I would be delighted to welcome you and your organisation to the third edition of the Future Generations Leadership Academy.

**Let's change the future together.**

## Derek Walker

Future Generations  
Commissioner for Wales



# Welcome to the Future Generations Leadership Academy

## Dear Prospective Participant,

The Future Generations Leadership Academy is a visionary leadership programme led by the Future Generations Commissioner for Wales. Our commitment is to support and inspire Wales' future leaders in their journey to achieve the aspirations of the Well-being of Future Generations Act.

At the Future Generations Leadership Academy, we provide young people with opportunities to learn and enhance their leadership skills.

As we embark on our third year, this ambitious and innovative leadership program brings together partners from Wales' public, private, and voluntary sectors, collaborating to train young individuals from all corners of Wales in leadership development and the Well-being of Future Generations Act.

Following two successful cohorts since 2021, this year promises even more transformative experiences and opportunities for growth and development.

The Future Generations Leadership Academy is your platform to unlock your leadership potential, make a lasting impact, and create a better tomorrow.

Graduates of the academy will be invited to join our academy alumni network, where our team will continue to support you in the next steps of your career.

Join us in this extraordinary journey of leadership and contribute to shaping the future of Wales.

**We look forward to meeting you!**

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**Korina Tsioni**

Future Leaders Changemaker



FGLA Alumni, Our Future Focus event, May 2023





# What should I expect?

The Future Generations Leadership Academy Programme 2023-24 comprises a curriculum based on the seven well-being goals and five ways of working of the Well-being of Future Generations Act.

We cover 60-70 hours delivered virtually, except for 2-3 in-person networking events. In-person events will be held across Wales and your travel costs will be covered.

The Academy team at the Future Generations Commissioner's office will design and deliver the programme, with support from external partners and our Academy Advisory Group. Our participants (about 35 people between the ages of 18-30) will be recruited through organisational sponsorships and partnership agreements and also through an open selection process.

1-1 support will be available to all participants throughout the academy should your circumstances change during the academy and you require support.

**The program will run from September 2023 to March 2024.**

A **flexible accessibility fund** is available for participants who may experience financial or other barriers affecting their participation in virtual or in-person events.

For example if you are a carer, or are a disabled person we will cover any of the needs you might have to successfully apply and participate in the academy.



**FGLA Alumni, Changemaker 100 Event - January 2023**



**Dan Tram, Cohort 2019-2020**





# Academy 3.0 Timeline

June - August <b>2023</b>	Recruit participants.
September	Launch 7 month programme. 2-day retreat in North or Mid Wales (14-15 September)
October	Two 2 hour online sessions.
December	2-day retreat in West Wales (early December)
January - February <b>2024</b>	Continuation of programme - 2 hour online sessions every two weeks. Introduction of Action Plans and Reverse mentoring scheme.
March	Foundation learning complete (1 day session in person)

## The Programme

**The academy curriculum is designed to develop the leadership potential of participants and covers seven pillars.**

Our hybrid approach includes 3 residential sessions, across Wales.

We cover all accommodation, commuting and catering needs you may have!

We also have interactive sessions online every two weeks to keep the momentum going and to make sure we cover everything!

All sessions will be recorded to ensure no participant misses out. Most online sessions will take place in the late afternoon on weekdays and will last up to 2 hours.





# The Curriculum

## 1. Onboarding / Induction

Online catch ups and a scene-setting event introducing you to different elements of the programme, the Academy team, and key components of the programme.

## 2. Introduction to the Well-being of Future Generations Act and the Commissioner

By learning about the WBFG Act you will be well prepared to make the most of your time with the Academy.

## 3. The 7 Well-being Goals of the Act

Key sessions covering the core purposes of the WBFG Act and facilitating learning and questions around the seven well-being goals.

## 4. The 5 Ways of Working

Key sessions to ensure you are able to confidently move into the Action Plan element of the programme, we will understand both in theory and practice, what each of the five ways of working is.



Bleddyn Harris, Cohort 2019-2020

## 5. Action Plans

A core part of the Academy programme is the development of Action Plans.

This takes place during the programme and is focused on supporting participants to build on and action the learning developed through the Academy to drive change in their own organisations or community.

We work closely with your line managers, if they commit to do so, in order to create a realistic and achievable plan.

The development of the plan will continue as you will move into the Academy alumni network.

Last year we had action plans with topics like:

- Programme and Project Management in line with the WBFG Act
- Better embedding Cymraeg
- Championing equity and inclusivity of individuals from diverse communities
- Development of a 'Climate Adaptation Strategy'



Jia Wei Lee, Cohort 2021-2022





# The Curriculum (continued)

## 6. Superpowers

Workshops to upskill and develop participants' confidence in Leading Themselves and Others.

The main themes will be:

- Leading with Others (Understanding Self and Others)
- Leading Yourself (incl. Personal Branding / Hybrid workplace / flexible working)
- Leading with Empathy (Emotional Intelligence, Resilience & Failing Well)
- Leading the Future (incl. future trends, uncertainty, data and AI)
- Leading Change (Influencing Others, Present, Persuade and Negotiate)

## 7. Graduation

A fun, interactive and celebratory event to bring everyone together! Networking opportunity, you will get to meet your mentees and showcase your action plans!

At graduation we will invite participants to join our alumni network.

*"The sessions so far have inspired me to come out of my comfort zone a little and have the confidence to speak up in meetings."*

*Developing my confidence when talking with or presenting to strangers and people who are "higher up" than myself is something I need to do."*

# Alumni Activities

Participants from the previous academies 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

Graduates of current and future academies 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.



Alumni attending COP26 in Glasgow



# Alumni Activities (continued)

2024	Action Plan implementation.
Mar - Aug	Reverse mentoring scheme live (5 sessions).
Sept	Continuation of Alumni activities.  Launch of Academy 4.0.

## Attending events

During the last few years, alumni members have presented at and joined a range of events, ceremonies and forums including:

- The opening ceremony of the **UN Youth Environment Assembly**
- The Welsh Government **Future Generations Fforwm**
- Five alumni members represented the Welsh Government at the online **2021 One Young World Summit** and another four Alumni attended the **2022 One Young World Summit in Manchester**
- Meetings with international ministers including a **meeting with Dr Florian Stegmann, State Minister for Baden-Wurttemberg**
- Joined the **US Embassy Leadership Programme**
- Attended and spoke at **COP26 in Glasgow**

## Reverse mentoring for alumni members

This is your opportunity to meet and mentor a senior leader in Wales!

After getting to know you and when you are ready with all skills and knowledge you need as you move into the Alumni network, we will match you with a senior leader in Wales! This could be a Chief Executive, a Director, a Commissioner, a Charity Lead or a Council Leader.

31 Reverse Mentoring relationships have taken place in previous Academy programme, inspiring collaboration across different sectors and organisations.

Analysis shows that because of the Academy, individuals and teams across Wales sectors, some of whom had never connected before, worked together more closely to problem solve and develop in line with the WBFG Act.







## Why should I join?

Unlock and strengthen your leadership skills.

Achieve personal and professional goals.

Learn everything about the Well-being of Future Generations Act, which has become a cornerstone of policy-making in Wales.

Network and make connections with people across Wales.

Be a part of our Alumni network, which provides ongoing opportunities for graduates of the academy to engage in sustainable development policy-making and debates for Ambassadors of the Act in Wales, UK and rest of the world!

Build a movement for change for the Act across Wales, in your community or organisation!

## What previous participants told us

# 96%

- confident in their ability to explain purpose and workings of the WBFG Act to colleagues and their community, with **76% experiencing an improvement in their ability to do this**.
- say they are good at starting conversations with others from different backgrounds.
- feel that they understand their own privilege.
- say their network now includes people from a diverse range of different sectors and backgrounds.

# 88%

are confident in challenging traditional ways of working within their workplace.

# 80%

feel able to challenge decisions that have already been made with **76% seeing improvement in this area**.

# 72%

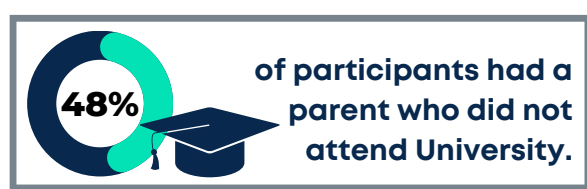
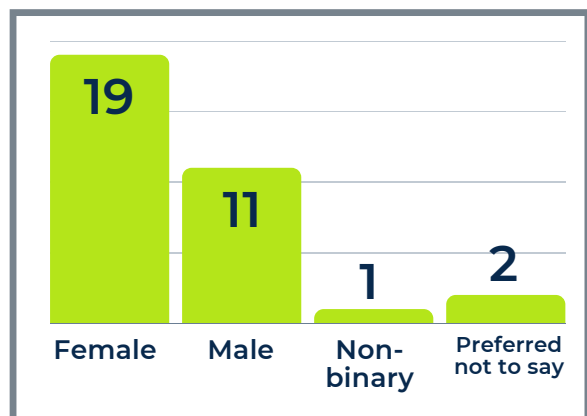
experienced an improvement in their ability to practice a More Equal Wales in their work.

# 100%

- of the cohort have expressed that they now feel that Leadership is “*about developing others*”.
- of line managers stated that taking part in the Academy had supported the leadership of the participant they line managed and they would recommend the programme to others.



## Our previous participants



*"Hearing about other people's journeys and meeting the wider team has shown me that I am capable of a lot more than I think."*

## Meet the Team



**Jonathan Tench**

### Partnerships & Networks Change Maker

Jonny thinks Wales is going to change the world – by showing how it is possible to fight social inequality and climate change all at the same time. He is a Welsh speaker.

He leads the team's international work, leads on private sector engagement and the Future Generations Leadership Academy.

Jonny has previously worked in international roles on sustainable development for Unilever, Oxfam and for United Nations food systems programmes. Jonny is a member of Cardiff's Technicolour choir and will try and sign you up to the choir if you like musicals.





### **Korina Tsioni**

#### **Future Leaders Changemaker**

Korina is our Future Leaders Changemaker and focuses on the [Future Leaders Academy work](#).

The Academy works with a variety of sponsors, partners and participants across Wales, to ensure that all sectors are embedding the WCFG Act in their work and that future leaders have all the knowledge, skills and support they need to make the world a better place!

Korina is passionate about equity, equality, diversity and inclusion and loves art! She runs a world music events business on the side, aiming to unify and celebrate different cultures in Wales, and she runs and performs in a Greek folk band too!



### **Najma Hashi**

#### **Change Maker Support**

Najma works on our office's international programme which aims to promote Wales as a globally responsible nation and manages the Alumni Network of our Future Generations Leadership Academy.

Najma is passionate about making Wales more equal and was a part of Cardiff Council's Race Equality Taskforce and mentors young Black, Asian and minority Ethnic students from Cardiff South.



# The Academy Theory of Change and the impact we want to achieve

## Activities & Outputs

1. Recruit diverse set of young leaders
2. FGLA programme delivers:
  - Leadership & skills training on the WBFG Act
  - Access to WBFG Act practitioners
  - Advice to develop WBFG Act Action Plans for their organisation, sector or community
  - Support to build network of WBFG Act peers and practitioners
3. Create Alumni Network to maintain peer network on the WBFG Act implementation and facilitate alumni to advise public/private/voluntary sector on the WBFG Act

## Participants / Organisations / Mentees

Understand

- good leadership
- how to implement the WBFG Act
- how to utilise a WBFG Act peer support network
- join Alumni Network to continue leadership development
- increased understanding of how to implement the WBFG Act

## Long Term Outcomes

- FGLA Alumni apply their knowledge of WBFG Act within their organisations, sector or community
- FGLA Alumni recruited into leadership/board positions
- Participating organisations/Reverse Mentees apply the WBFG Act advice they receive

## Impact

- Public/Private/Voluntary Organisations make progress in implementing the WBFG Act



# Applications are now open!

All of our full-time or part-time employed applicants will **need to confirm** that:

1. They have **availability** to take part in the programme
2. Their line manager or their organisation, **approves** their participation in the Academy.



We must confirm your line manager approves of your participation as we will ask your line manager or representative in your organisation to help you **identify a focus area for an action plan** that you will develop during the Academy.

We will also ask your line manager or organisation to complete a very short **survey on your leadership development** at the beginning and end of the programme.

Please note that we have an **accessibility fund to assist anyone with care duties or who face any financial barriers** to taking part in the programme, so please apply and if you are shortlisted, we will discuss any accessibility issues with you.

We also operate a **Guaranteed Interview Scheme** for **people from Black, Asian, Minority Ethnic backgrounds and disabled people** that respond to all of the questions in the application form.

You can find instructions on how to complete the application form on the platform.

**For more information, please contact:**  
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Ibrahiem Osman



Let's  
change the  
future  
together.