

A photograph of three professionals in a meeting. A man with a beard and glasses in a light blue shirt is pointing at a document on a corkboard. A woman in a grey sweater is looking at the document, and another woman in a green top is looking on. The background is a modern office setting.

Futurus
Talent Academy

The Leadership Shift

Supporting your next generation of leaders to step up, speak up, and lead others in a fast-moving world.

Your emerging leaders are already delivering results. But stepping into broader roles, leading teams, making decisions under pressure, influencing across functions, which requires more than operational know-how.

It demands self-awareness, emotional agility, and confidence to lead both self and others. This programme is a launchpad. It gives high-potential talent the tools, insight, and confidence to navigate the shift from expert contributor to capable, credible leader.

The focus is practical, the impact is personal, and the learning is memorable and designed to stick.

► What makes it different – What sets this experience apart?

- **Real, Relatable, Grounded**
This is leadership development for real life - full of challenge, doubt, politics, and pressure.
- **Layered Learning**
Each module builds insight and skill — from identity and influence to conflict and coaching.
- **Self Meets System**
We start with self-awareness and connect it to the wider organisational impact of leadership.
- **Tools That Stick**
Leadership, group psychodynamic and behavioural models are taught with practical, in-role application from day one.

» Why this programme? Why now?

Leading Self – Identity, Mindset & Shadow

- Understand the patterns that shape your leadership style and choices
- Explore unconscious drivers, your inner voice, and the shadow you cast
- Build confidence in who you are - not just what you do

Leading Others – Influence, Support & Impact

- Learn how to coach, support, and challenge your team effectively
- Adapt your helping style to meet others' needs
- Grow the presence and impact to influence across levels

Working in Complexity – Awareness, Patterns & Pressure

- Improve emotional regulation and resilience under pressure
- Navigate difficult interpersonal dynamics
- Recognise your responses in conflict and build strategies for collaboration

Career Confidence – Readiness, Reflection & Growth

- Navigate the tensions between ambition and balance, confidence and self-doubt
- Understand vertical vs horizontal development
- Build a personal plan for growth, grounded in your values and goals

» Who this is for

- ▶ High-potential talent, typically 1–3 levels below executive
- ▶ Individuals stepping into their first significant team or functional leadership role
- ▶ Technical experts preparing for broader leadership exposure
- ▶ Leaders ready to explore not just how to lead, but how to grow

Let's Shape the Future

This programme builds more than skills. It builds leadership readiness for future challenges.

