



**FUTURE  
VISION**

## Leadership in an Interdependent World



# Future Vision

## Closer collaboration in an interdependent world

**Now firmly established, the highly acclaimed Future Vision programme –**

A collaboration between the Leadership Centre and the University of Birmingham's Leadership Institute, is delivering better outcomes across all sectors.

### Future Vision

Every year between 20 and 25 Leaders and Chief Executives from different sectors – public, private and voluntary – come together to work on their system leadership challenges as a way of learning and developing together. The programme combines input from nationally and internationally renowned experts in systemic aspects of leadership with opportunities for conversations with practitioners who are making change happen on the ground. Participants also have access to one-to-one professional mentoring between residential blocks to help them explore their own leadership profile and identify their own personal development needs. During the main residential blocks, participants work alongside each other, collectively pooling their experience to co-develop solutions to individual problems.

Each year's Future Vision programme is different. We seek out the best leaders in their fields, and they each define which leadership challenges they wish to focus on, which in turn informs which experts we invite to contribute to that year's programme. Each year's programme content is thus tailored to the needs of its participants.

### Why?

There has never been a stronger need for adaptive leadership that crosses boundaries. We live in an increasingly complex, interdisciplinary world. Unprecedented financial pressures on public, private and voluntary sectors have combined with ever-higher expectations of outcomes, making effective leadership of organisations all the more pivotal.

The Leadership Centre has over a decade's experience of delivering this kind of tailored development programme for leaders, including Future Vision's predecessor, the pioneering Leeds Castle leadership programme.

### Future Vision is:

- Forging closer understanding and links between sectors
- deepening participants' understanding of systems leadership and systems thinking and embedding that into their everyday working lives
- a platform for carrying out change and collaboration, both in your current role, and further into your career
- a recognised part of the Civil Service learning grid.

### Who is Future Vision for?

Every cohort is different, with participants drawn from all around the UK. However, in building each cohort we place a strong emphasis on diversity of people in different sectors. A typical cross-section on each cohort of twenty participants would be:

- Elected council leaders
- local authority Chief Executives
- a British Ambassador to a foreign country
- a Chief Constable
- a Chief Fire Officer
- a General in the army, or equivalent in another one of the armed forces
- Chief Executives from different parts of the health sector
- an elected Police and Crime Commissioner
- senior Whitehall civil servants, including a nominee from HM Treasury
- some senior staff from the private-sector involved in public service
- a Chief Executive from the charitable sector.

# Future Vision

## Building systems leadership capabilities

Based on our experience of delivering learning programmes to the most senior leaders across the public and private sectors, Future Vision will provide participants with the skills to:

- understand and work within a systemic perspective
- diagnose complex situations and work with others to design interventions
- work through models of collaborative and distributed leadership
- handle significant level of complexity and uncertainty in their decision making

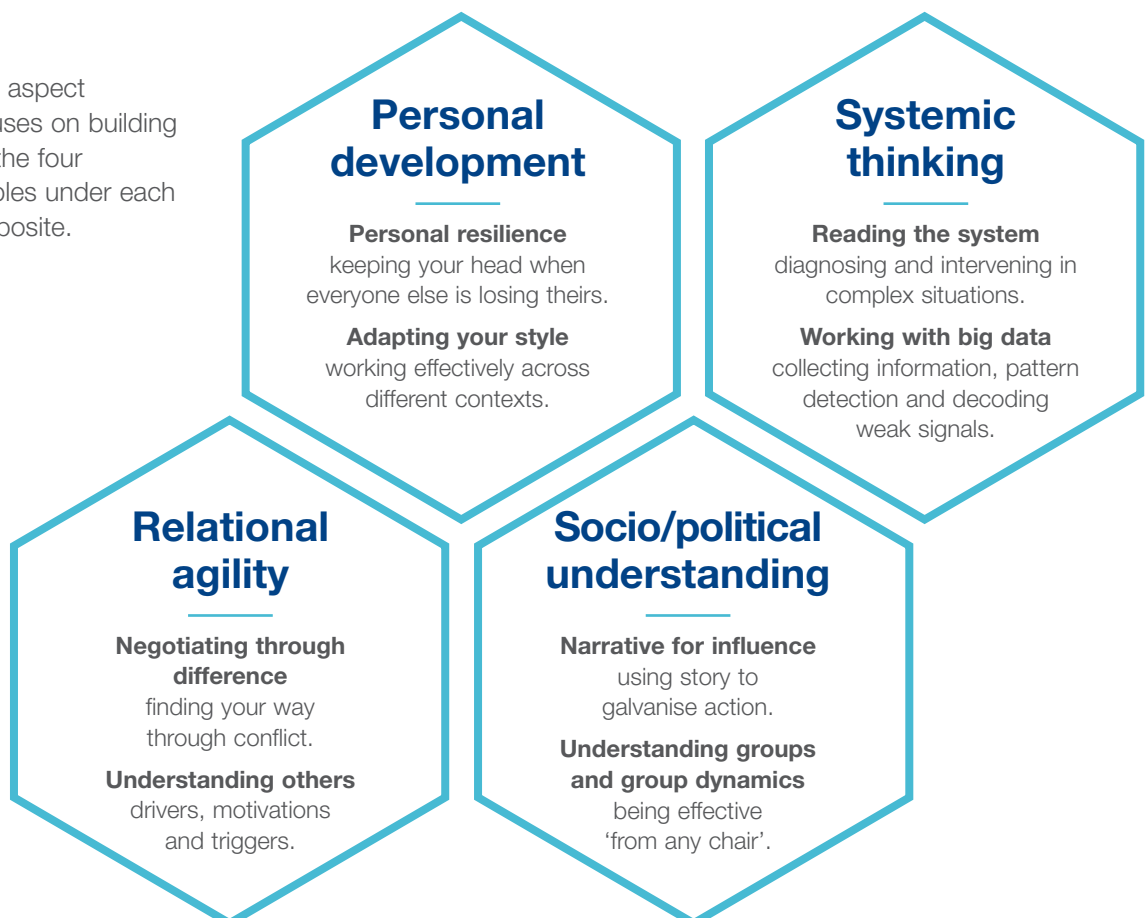
- remain resilient and adaptable under considerable pressure
- lead transformational change.

The programme is designed to create learning in four domains, helping leaders develop the specific capabilities associated with systems leadership:

- Personal development
- Relational capability
- Socio-political understanding
- Systemic thinking.

### Capabilities

The skills development aspect of the programme focuses on building capabilities in each of the four domains. Some examples under each heading are shown opposite.



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## What past participants have said about the programme

You tap into knowledge that you wouldn't otherwise come across.

I'm amazed at how much we cover in just the first 24 hours – and really excited about what we can do in a week, a month, or a year.

It's really opened my eyes to the bigger picture, and the emerging world we're working in. I walked away from Harvard and MIT thinking 'I have seen the future'!

Without a doubt the best training or mentoring programme I have ever done.

Eye-opening!

I found Future Vision to be a profoundly transformational experience, and there is no doubt in my mind that I wouldn't have made the jump to leading the organisation that I now lead today without it.

I've found that it's a great forum to unburden myself in. I'm surrounded by leaders facing very similar sets of problems to me – but as none of them work in my sector, it's a very non-competitive atmosphere where you can be totally frank in a way that you can't always be with your immediate colleague.

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## How do I get on to the programme?

Recruitment is primarily done through nomination by alumni of the programme. However, the Leadership Centre is always willing to consider anyone who may consider themselves or a colleague to be a strong candidate. If you are interested in putting someone forward for the programme, contact Mark Dalton ([mark.dalton@leadershipcentre.org.uk](mailto:mark.dalton@leadershipcentre.org.uk)) in the first instance.



# Future Vision The Components



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The programme is divided into several blocks across the year. Attendance at the core blocks is mandatory. The forthcoming cohort will contain the following:

## 4<sup>th</sup>-5<sup>th</sup> May 2020

### **Block 1 - 30 Hour Design Event, Cumberland Lodge, Windsor**

30 hours spread over two days where participants and faculty co-design the content for the programme. This is an opportunity to meet other cohort members and to shape the year's programme content around your own personal leadership interests and to shape the year's programme content around your own personal leadership interests.

## 19<sup>th</sup>-23<sup>rd</sup> July 2020

### **Block 2, Cumberland Lodge, Windsor**

A week of immersion into the aspects of systems leadership prioritised during the design event. The programme is built around a variety of inputs from a range of experts and front line practitioners who are working to create change at a system level across organisations and within places. There is also time for peer learning and consultation during intensive small group work on your system leadership challenges.

## 14<sup>th</sup>-15<sup>th</sup> Sept 2020

### **Block 3 (24 Hour Event), Cumberland Lodge, Windsor**

24 hours spread over two days, to check in on progress with your leadership challenges and to help you prepare for Boston.

## 25<sup>th</sup>-29<sup>th</sup> Oct 2020

### **Block 4, Boston, Massachusetts**

A week of discovering cutting-edge analytical techniques and briefings with American counterparts. Including days at Harvard Kennedy Business School, and Massachusetts Institute of Technology.

## 14<sup>th</sup>-15<sup>th</sup> Dec 2020

### **Block 5 (30 Hour Event), Cumberland Lodge, Windsor**

30 hours spread over two days.  
A final wrap-up of the programme.

In addition to the core dates above. There are two other optional extra learning experiences hosted by participants for their colleagues, which have proved popular in previous years:

- **Date TBC – Immersion sessions at BT's cutting edge technology labs at the global innovation and development centre Adastral Park**
- **Date TBC – A full day of Public Narrative Training, a leadership practice developed by Professor Marshall Ganz that helps us develop powerful stories to motivate others to join us in action.**

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For further information please contact Mark Dalton  
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