

FUTURE VISION 2025

**THE TRANSFORMATIONAL
LEADERSHIP EXPERIENCE**



LEADING IN A RAPIDLY EVOLVING WORLD

Designed and delivered by the Leadership Centre in collaboration with Do-Well (UK) Ltd, leading academics, and global experts, Future Vision is designed for senior leaders facing complex, evolving challenges.

You already lead with skill and experience, yet the growing pressures of climate change, AI, political uncertainty, and global instability demand new approaches. This dynamic, blended programme combines experiential learning, cutting-edge leadership theory, and real-world practice. You'll engage with top experts, explore adaptive leadership in diverse locations, and work alongside skilled practitioners. Through coaching, collaboration, and reflection, you'll refine your approach to leadership—shaping new insights and ideas throughout the journey.

As the UK evolves and devolves, Future Vision will take you across key locations in both the UK and the US, offering a unique, immersive learning experience that will empower you to lead, influence, and thrive with greater confidence, insight, and a powerful network of allies.

"It's really opened my eyes to the bigger picture, and the emerging world we're working in."

previous participant

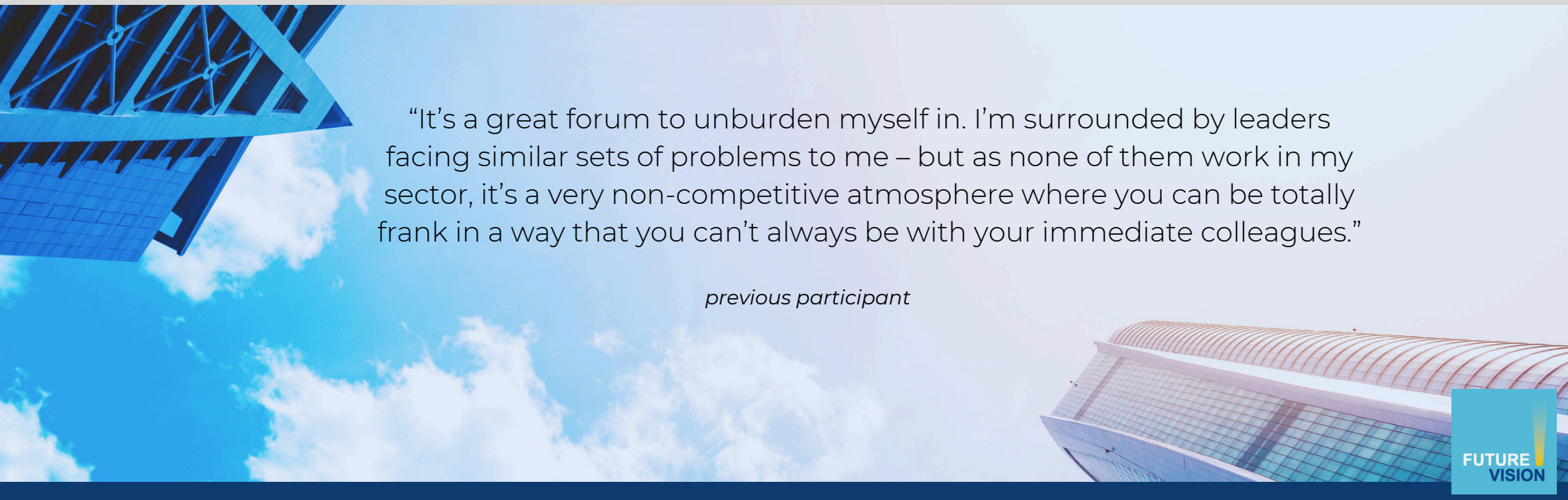


WHO IS FUTURE VISION FOR?

If you are looking for a developmentally stretching programme that will challenge you to think again about dearly held assumptions, behaviours and beliefs acquired over the course of an already successful career, Future Vision will suit you well. Leadership in complex contexts inevitably requires working across traditional organisational, professional, political and spatial boundaries. Future Vision is therefore an explicitly cross-sector programme for up to 25 participants, selected to ensure that the cohort can benefit from a genuinely diverse range of experiences and perspectives.

Former participants include:

- Elected officials
- Local Authority Chief Executives
- Chief Constables
- Chief Fire Officers
- Senior Armed Forces Officers
- Senior figures from the Diplomatic Service
- NHS Chief Executives
- Senior leaders in Public Health
- Senior Civil Servants
- Senior leaders in education
- Third sector chief executives
- Senior business figures



“It’s a great forum to unburden myself in. I’m surrounded by leaders facing 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 colleagues.”

previous participant

THE FOUNDATIONS

The Leadership Centre has distilled decades of experience of working adaptively into five systemic leadership capabilities that support leaders to see, think and behave in a way which empowers you to respond effectively to today's leadership challenges.

You'll develop the ability to navigate complex, interconnected challenges, gaining insight into systems thinking and the tools needed to make sense of chaos. At the heart of this process is convening meaningful conversations—building influence through listening, facilitating collaboration, and framing strategic discussions that inspire action. Through storytelling, you'll learn to communicate your vision effectively, using narrative to galvanise others.

The programme encourages an innovative mindset, where creativity and experimentation are central to driving positive change. Equally important is personal governance, a focus which will support you to build self-awareness, emotional resilience and trust, ensuring you lead from within with integrity and confidence.

The modules are also shaped by three core themes — adaptive leadership, cultural competence, and political nous — which are woven throughout and will be evident in each stage of your learning journey.

Personal Governance

Fostering Innovation

Narrating Meaning

Convening Conversations

Navigating Contexts

"Without a doubt the best training I have ever done."

previous participant

MIRRORING EVOLUTION & DEVOLUTION



Leadership is changing—just as the UK is evolving and devolving, so too is Future Vision. This dynamic, immersive programme takes place across diverse learning environments, both regionally and internationally, offering senior leaders an unparalleled opportunity to develop, challenge, and refine their leadership. Each module is designed to stretch and stimulate, with no two experiences feeling the same. However, a consistent methodology has been designed for each module that ensures a powerful and cohesive learning journey, built around:

- **Psychologically safe learning** – fostering bold thinking and deep trust.
- **Experiential, real-world learning** – engaging with people and places tackling complex leadership challenges.
- **Personal coaching and reflective practice** – ensuring individual growth and resilience.
- **Strong academic input** – drawing on research and insights from world-class institutions.
- **Guided curiosity and hosted dissonance** – challenging assumptions and broadening perspectives.
- **Cross-system collaboration** – working across sectors to co-create sustainable solutions.
- **Co-designed content** – shaped by real-world challenges.

With residential learning across England, Wales and Boston, Massachusetts, this programme connects you with leading academics, practitioners, and peers, helping you build the insight, networks, and skills to lead in an uncertain world.

Images: Some of the locations you will visit during the programme (top to bottom - Manchester Metropolitan University, Cumberland Lodge Windsor, Boston)

THE COMPONENTS

The programme is divided into seven blocks across the year. Attendance at the core blocks is essential.

FACE TO FACE

1. INTRODUCTION & ORIENTATION

**24 hour event, Cumberland Lodge, Windsor
11th - 12th September 2025**

Kickstart the journey with cohort-building, an interactive welcome from faculty and an introduction to key themes. You will engage in leadership coaching and co-create a learning experience tailored to your leadership challenges.

2. ADAPTIVE LEADERSHIP IN SYSTEMS

**3 days & 2 nights, Manchester Metropolitan University
13th - 15th October 2025**

Gain a critical understanding of systems leadership—how it differs from management and how it works in practice. You will engage with senior leaders and academics, explore real-world applications through site visits, and deepen your regional connections. Reflective practice and group work will help refine your leadership challenges.

3. PUBLIC NARRATIVE & MOVEMENT BUILDING

3 days & 2 nights, Wrexham University & Gladstone's Library

19th - 21st January 2026

Develop a critical understanding of Public Narrative and its potential for influence and change. Highlights will include engaging with senior leaders and community figures, exploring the power of narrative in place and systems, and enhancing regional knowledge through site visits and group conversations.

4. POWER, RELATIONSHIPS & CULTURAL COMPETENCE

**3 days & 2 nights, University of Birmingham
24th -26th February 2026**

Explore and develop power and relationships, gain a deep understanding of cultural competence and what it means to be a 21st Century Public Servant.

5. FOCUSING ON THE FUTURE

4.5 days & 5 nights, Boston, Massachusetts
25th - 30th April 2026

The US element of the programme provides timely global context and perspectives. We'll spend time at MIT exploring technology's role in key leadership and policy areas, and connect with colleagues from Harvard Kennedy School to deepen learning from the other modules. There'll also be time for hosted and informed sessions on the political landscape.

6. SENSE MAKING & TURNING LEARNING INTO USEFUL ADAPTIVE LEADERSHIP PRACTICE

3 days & 2 nights, Plymouth Marjon University
15th - 17th June 2026

Take time to reflect on our Boston experiences in light of our learning so far and what lies ahead. We'll stretch our thinking towards possible futures. As organisational culture is often a key barrier to system leadership, this module will explore how these barriers show up and critically review approaches to making change stick.

7. STAYING CONNECTED & MAKING PROPOSALS

1.5 days & 1 night, Windsor & Central London
8th - 9th July 2026

An opportunity to reflect on your personal and collective growth throughout the programme. You will present your systems challenge proposals to the Leadership Centre Board before a formal graduation that marks the transition to our alumni network.

VIRTUAL SESSIONS

These 90-minute online sessions will be co-designed with you, focusing on topics you find important — such as AI, UK and global politics, personal purpose, self-care, and preventing burnout.

1:1 COACHING

Each participant will have the opportunity for 6 hours of 1:1 coaching over the duration of the programme. The sessions will be delivered by members of the team who will be familiar with the programme content and therefore able to support you in the practical application of your learning to your own leadership challenges.

MEET THE TEAM

Future Vision is delivered by the Leadership Centre in collaboration with Do-Well, with each module designed and led by Faculty Director Ken Perry. As part of our commitment to evolving and devolving the programme—mirroring shifts across the UK—each location features a strong academic lead, ensuring place-based expertise shapes the learning experience. Alongside a wide variety of expert guest contributors, this team ensures a dynamic, regionally grounded learning experience.



MARK ROGERS
FACULTY CHAIR

With a career encompassing teaching, local and regional government, consulting and the civil service, Mark now brings his leadership experience to the role of Chief Executive at the Leadership Centre. As an alumnus, he has experienced first-hand the transformative impact of the Centre's programmes in supporting and challenging participants to embrace systems thinking and tackle wicked issues to achieve better outcomes for people and places. Mark's formative years working with children and young people with additional needs means that he values more than ever the contribution that inclusion and diversity bring to the richness of the leadership endeavour.



KEN PERRY
FACULTY DIRECTOR

With a career spanning the public, private and third sectors, Ken works alongside leaders across the UK to support their success through systems leadership, organisational development and community transformation. His passion for whole systems working and people-centred change has been shaped by 38 years of experience, particularly in health, housing, higher education and social care. Ken mentors CEOs and senior leaders through Consiglieri support and leads public narrative training and systems leadership programmes, equipping leaders to build and sustain movements for change.



HAMIDA ALI FACULTY ASSOCIATE DIRECTOR

Hamida Ali is Head of Learning and Practice at The Future Governance Forum, a progressive and non-partisan think tank focused on the 'how' of practical implementation over the 'what' of policy development. Hamida served as a councillor for the London Borough of Croydon from 2014-2022. In October 2020, Hamida was elected as Leader of the Council and responsible for stabilising the council through a period of significant turbulence prompted by serious financial and governance problems. Hamida co-facilitates leadership development programmes for councillors in leading roles for the Local Government Association and has 25 years experience of addressing equality and diversity in organisations across the public sector.



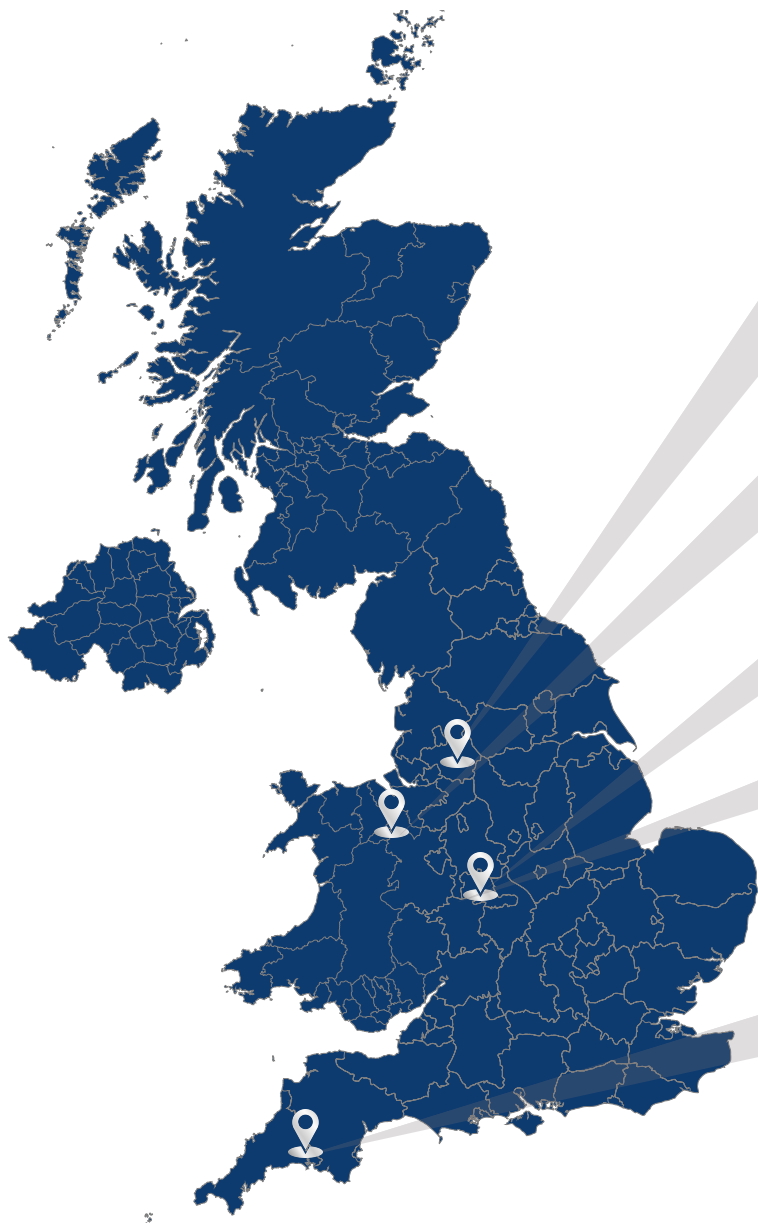
MARK DALTON PROGRAMME MANAGER

Mark is Head of Programmes at the Leadership Centre. He has a wealth of experience of designing and delivering leadership development opportunities for senior leaders. Since joining the Leadership Centre in 2015 he has curated ten cohorts of the Centre's flagship Future Vision Programme. Furthermore, Mark has led a series of other large scale cohort-based programmes including in health, public health and local government. He has worked on community leadership programmes focused on creating social movements as well as bespoke programmes of support for senior leadership teams.

PROGRAMME ADVISORS

Future Vision is shaped by the invaluable expertise of senior leaders at the Leadership Centre. Chief Operating Officer, John Jarvis, National Director of Systems Leadership, Debbie Sorkin and Interim Director, Alex Khaldi bring collective expertise which enriches the programme, offering participants unparalleled support as their leadership journey develops.

OUR ACADEMIC LEADS



PROFESSOR ANYA AHMED

Academic Director, Doctoral College,
Manchester Metropolitan University



PROFESSOR JOE YATES

Vice Chancellor, Wrexham University



PROFESSOR CATHERINE MANGAN

Professor of Public Management and Leadership &
Deputy Pro Vice Chancellor, University of Birmingham



PROFESSOR CATHERINE NEEDHAM

Professor of Public Policy & Public Management, Health
Services Management Centre, University of Birmingham



PROFESSOR CLAIRE TAYLOR

Vice Chancellor and Chief Executive,
Plymouth Marjon University



STEVE WHITTAKER

Program Director (Corporate Relations)
Massachusetts Institute of Technology, Cambridge, MA

A LEADERSHIP PROGRAMME LIKE NO OTHER

We recruit a diverse mix of exceptional leaders through nominations from Future Vision alumni, recommendations, and open applications.

The standard participant fee for public sector organisations is £13,495 + VAT and for private sector organisations £15,995 + VAT. To ensure accessibility, up to four discounted places will be awarded. All accommodation and food is included in the price.

To apply or nominate someone, contact Mark Dalton at mark.dalton@leadershipcentre.org.uk and copy info@leadershipcentre.org.uk

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

- previous participant

