



# Future Generations Leadership Academy





## 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 next round of the Future Generations Leadership Academy, and it promises to be the best yet.

An independent evaluation of 2022-2023 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 in 2022-2023 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 next 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 the next round, this ambitious and innovative leadership program brings together partners from Wales' public, private, and third sectors, collaborating to train young individuals from all corners of Wales in leadership development and the Well-being of Future Generations Act.

Following the successful academies 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.

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**We look forward to meeting you!**

**Korina Tsioni**

Future Leaders Changemaker



FGLA 2023/24, launch event in Aberystwyth, Sept 2023



# What should I expect?

The Future Generations Leadership Academy Programme 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 70 hours of real life hybrid training, including 3 in-person networking events and 50% of the learning online. 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 designs and delivers the programme, with support from external partners. Our participants (about 25-35 people between the ages of 18-30) are recruited through organisational sponsorships and partnership agreements and also through an open selection process.

1-1 support is available to all participants throughout the academy should you require support.

**The programme runs from September to March.**

We have a limited accessibility fund to assist anyone with care duties or who face any financial or other barriers to taking part in the programme, for example, if you are a carer or are a disabled person.

If you are shortlisted, we will discuss any accessibility needs with you.







# Academy Timeline

June - August	Recruit participants.
September	Launch 7 month programme. 2-day in-person residential (location TBC)
October- November	Bi-weekly 2 hour online sessions.
December	2-day in-person residential (location TBC)
January - March	Continuation of programme - 2 hour online sessions every two weeks. Introduction of Change Plans and Reverse mentoring scheme. *The Reverse mentoring scheme is currently inactive and we hope it will return soon.
End of March	Foundation learning complete (1 day Graduation event 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 annually rotate from South to West and North 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 on weekday mornings and will last up to 2 hours.



2021-2022 Graduation



# 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. Change Plans

A core part of the Academy programme is the development of Change 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.

Examples of change plans we have had so far:

- 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'



Wrexham Conference  
Cohort 2023-2024





# 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)

Mar - Aug	Change Plan implementation.  Reverse mentoring scheme live (5 sessions).
Sept	Continuation of Alumni activities.  Launch of next Academy round

## 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**
- Meeting with **Maharashtra Legislative Assembly - in 2024**

## 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 programmes, 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.

The Reverse Mentoring Scheme is currently inactive and we hope it will return soon.



Alumni meeting Dr Florian Stegmann, State Minister for Baden-Wurttemberg

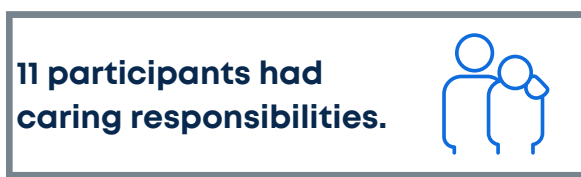
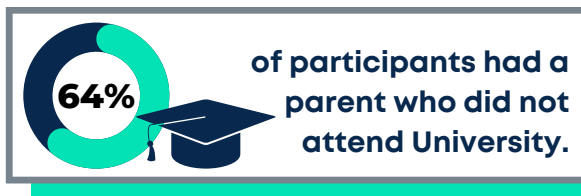
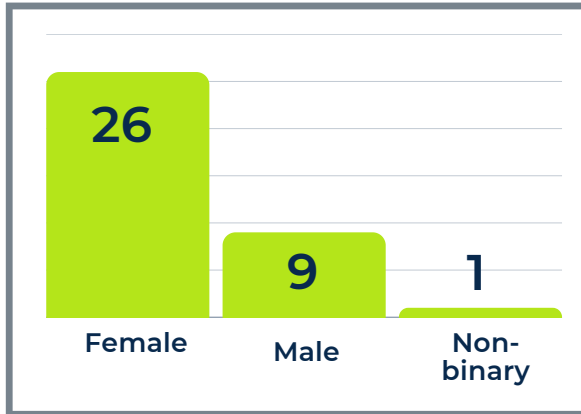


2021-2022 cohort attending One Young World 2022 in Manchester





## Our previous participants (4.0)



*"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



**Heledd Morgan**

### Director Implementation and Impact

Heledd is the director responsible for our core mission, making sure the Well-being of Future Generations Act is applied effectively and with ambition by public bodies across Cymru.

Heledd works with organisations to help them change practice and culture, meet the duties of the Act and share their impact. Heledd is from Carmarthenshire originally and speaks fluent Welsh. She now lives in Cardiff, where she enjoys walking in nature and spending time in the local community.



### **Korina Tsioni**

#### **Programme Lead: Future Generations Leadership Academy**

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 WBFG 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!



### **Rebecca Leyla**

#### **Future Leaders Academy Support**

Rebecca is our Future Leaders Academy Support. She is passionate about intercultural dialogue and creating sustainable long-lasting change that will make our world kinder.

In her free time, Rebecca loves to cook for her community in Cardiff, especially recipes from her Iranian heritage.

Rebecca also works for the Welsh Centre for International Affairs (WCIA), and is a member of the steering group "Walking the Talk" for Restless Development.





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

## Activities & Outputs

1. Recruit a 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 Change 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/Third Sector Organisations make progress in implementing the WBFG Act



# Applications open early summer!

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 a change 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 a limited accessibility fund to assist anyone with care duties or who face any financial or other barriers to taking part in the programme, for example, if you are a carer or are a disabled person. 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 our website.

**For more information, please contact:**

**Korina Tsioni - Academy Lead**

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change the  
future  
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