

# FUTURE LEADERS

**The Leasing Foundation Future Leaders** is a programme of leadership development that identifies, nurtures and supports a network of exceptional people who are the future of the industry.

It helps these future leaders to develop visionary and strategic competencies for leadership, to achieve excellence, and to act with clarity, courage, and integrity.





The Leasing Foundation Future Leaders programme has emerged organically from our experience of building the Leasing Foundation. It comes from our realisation that there is no focus on the next generation of leaders who will sustain the industry.

Our Governors and Fellows, all of whom are experienced leaders, know that leadership requires a willingness to see the bigger picture and to see that their contribution to the world is more than economic.

They joined the Leasing Foundation to give back, to make a difference and to create meaningful connections. Now they are helping the Foundation focus on the next generation of leaders: leaders whose need is for a different kind of leadership development.

This next generation want to do things that matter and are even more passionate about making a difference. They are more connected, more collegial, and think beyond traditional closed models towards collaboration and shared value.

These future leaders also face new demands - to be more resilient, to be culturally adaptive, to solve new and complex problems, to be inclusive, innovative and imaginative.

We want to support them.



We bring together a small number of young and talented people recommended by senior sponsors from the industry.

Participants work together in a facilitated **learning set** where they can draw on each others' experiences and insights to help explore current and future leadership challenges.

The Foundation provides resources including **access to senior leaders** in **The Crucible**, **executive coaching** and **industry briefings**.

Future Leaders explore issues including how to connect strategy to purpose, how to identify, nurture and create excellence, how to act imaginatively and inclusively and how to focus on creating shared value.

We are creating a unique, world-class leadership programme that identifies, nurtures and supports a network of exceptional people who are the future of the industry.

It is a leadership programme that is centred on authentic, relevant personal development and reflection.

Importantly, it is led from within the industry with the support and commitment of the Foundation's Fellows and Governors.

### **NetApp Outstanding Future Leader Award**

**NetApp Capital Solutions** have generously offered to sponsor the **Outstanding Future Leader Award**. This will be given to the person who, in the opinion of the advisory group, shows the most outstanding potential for growth and achievement.



# Personal Leadership Narrative

Leaders of the future face new demands: to be more resilient, to be culturally adaptive, to solve new and complex problems and to be inclusive, innovative and imaginative. Leaders need a kind of emotional intelligence, self-awareness and purpose that is very different from traditional leadership.

To help you reflect on your development, we would like you to write your **Personal Leadership Narrative**.

It's a story about where you are now and where you would like to be. It will help you to take stock, create an inventory of your current behaviour and guide your personal development.

The narrative focuses on **six key behaviours** grouped into **three themes** which we think are important in modern leadership. Your personal leadership narrative should describe if, and how, you demonstrate these behaviours, drawing on examples from your experience.

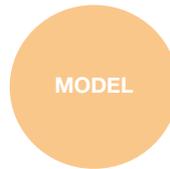
You should also score each behaviour according to how strongly it describes what you currently do on a scale from 1 (**never**), through 5 (**sometimes**), to 10 (**always**).

CREATE  
THE  
VISION

SHAPE  
THE  
CULTURE

EMPOWER  
OTHERS

I ARTICULATE A VISION OF THE FUTURE, DEMONSTRATE MY COMMITMENT TO IT AND USE IT MOTIVATE OTHERS.



I set a personal example by articulating and behaving according to shared values.



I talk about a shared future in which the organisation works to achieve common goals.



I CREATE A CULTURE IN WHICH COLLABORATION AND CHALLENGE ARE THE NORM.



I look for new ways to challenge the organisation by taking the initiative.



I build collaborative relationships by understanding diverse perspectives.



I ENSURE THAT PEOPLE ARE SUPPORTED, DEVELOPED AND APPRECIATED.



I enable others to take initiative and I support their development.



I praise success, and support and appreciate commitment.



# Programme

The programme consists of around 45 hours<sup>†</sup> of development. Attendance at all meetings is required. Completion of the programme is rewarded with Fellowship of the Leasing Foundation. Those completing the programme are expected to remain as engaged and supportive alumni, creating a network that will span the industry and sustain their development.

**INDUSTRY SESSIONS** Discussions on industry topics organised by companies that partner with the Foundation.

**THE CRUCIBLE** Unscripted, closed sessions with leaders in finance that allow Future Leaders to explore leadership through open, authentic, meaningful and challenging dialogue.

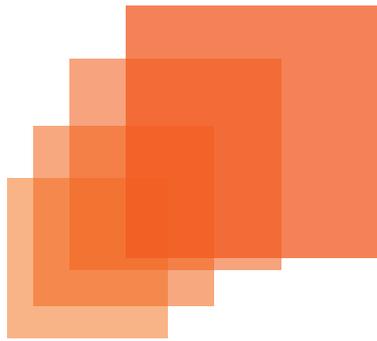
**COACHING** Executive coaching sessions for those who have identified a need for personal development.

**ACTION LEARNING** The core of the programme, a facilitated action learning set that allows Future Leaders to share challenges and opportunities in a supportive environment.

**FUTURE LEADERS EVENT** Participants and their sponsors meet before the Foundation's annual conference to explore leadership topics.



<sup>†</sup>All dates and timings are subject to confirmation.



# FUTURE LEADERS

## Advisory Group

Sharon Butler NetApp Capital Solutions  
Dr. Tim Gibson Ministry of Justice  
Rich Green CIT Group  
Patrick Gouin SGEF  
Professor Robert Macredie Brunel University  
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