



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

*"A fantastic opportunity to meet with
likeminded people and gain exposure to
some mentors who will enhance your
career progression and opportunities.*

- Carl Daufer, Bibby Leasing



**THE LEASING
FOUNDATION**



The next generation of leaders 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.

"I bought into the concept of a programme that was designed to stimulate discussion and to expose us to different segments of the industry – rather than a classroom style learning experience."

- Chris Watts, CAT Financial



We bring together a small number of young and talented people recommended by 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.

"The Future Leaders programme has been an excellent opportunity to build networks, discuss challenges in a supporting environment, and gain insight into the leasing industry from key industry leaders."

- Martin Ward, Shoosmiths



The Leasing Foundation Future Leaders is 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.

"The Future Leaders programme has provided a thought-provoking platform to discuss real-world problems with some of the most impressive minds in the industry. This programme allows you build relationships with likeminded people and the diverse nature of the participants guarantees that every person can learn from other people's experiences."

- Ryan Brodley, ALFA Systems

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.

**CREATE
THE
VISION**

MODEL

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

/10

INSPIRE

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

/10

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

**SHAPE
THE
CULTURE**

INNOVATE

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

/10

COLLABORATE

I build collaborative relationships by understanding diverse perspectives.

/10

I ENSURE THAT PEOPLE ARE SUPPORTED, DEVELOPED AND APPRECIATED.

**EMPOWER
OTHERS**

SUPPORT

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

/10

ENCOURAGE

I praise success, and support and appreciate commitment.

/10

Programme

The programme consists of around 45 hours[†] 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.

LEADERSHIP CONFERENCE Following on from 'The New Leadership' conference in 2016, participants are invited to our leadership conference each year.



Alumni

Ryan Brodley, Alfa Systems
Carl Dafer, Bibby Leasing
David Darmoulin, ING
Carolyn Harding, Lombard
Marco Praeschang, NetApp
Christian Roelofs , Grant Thornton
Martin Ward, Shoosmiths
Chris Watts, CAT Financial
Rachael Woods , CIT
Kim Hartley , CIT
Frederic Laurent, Alfa Systems
Mette Rolle, Stephenson Harwood
Amanda Scott , Lombard
Matthew Williams, Close Brothers
Mark Wilson, Caterpillar Financial
Danielle Grey, Lombard
Ross Rutherford, FiF
Emma Tydeman, Alfa Systems
James Lovett, Funding Circle
Jamie Chaplin, MetroBank
Laura Capper, Lombard
Mark Almond, Grant Thornton
Paul Slapa, Syscap