



IRLA Future Leaders Programme 2024

A FUTURE
LEADERS
CLASS

This second programme, consisting of a select cohort of future leaders, begins in December 2024 and concludes in May 2025.

The location of face-to-face meetings is London, or domestically as agreed with specific locations* via diary invitations; these will include lunch.

There will be 6 in person 90-minute events, one per month with 5 in London* and 1 in Brighton.

Reading material, homework and coaching support will be provided in between sessions.

Coaching programme

- There are 6 coaches along with Emma McConachie, Areté. Coaches will be allocated.
- The full cohort of future leaders is just 12.
- Each coach works with 2 future leaders.
- There are 6 sessions of coaching per person.
- (45 mins Dec; 30 mins Jan; 30 mins in Feb; 30 mins March; 45 mins April; 30 mins May at Congress)
- Each coach delivers 3.5 hrs coaching per person which could be virtually, with the exception of Congress.

Time requirement over 6 months from coaches is approximately 9 hrs (excluding attendance at events)

During the 6 months of the programme, all future leaders have unlimited access to Leslie-Ann Giovilli at IRLA and potentially extra support from Emma McConachie.

Final debrief session for all coaches will occur at the end of the programme, to share experiences and learnings with peers. Future leaders feedback from post programme questionnaire will also be shared.





SESSION 1
04 DECEMBER 2024

Explore who I am as an authentic leader

(from 12 noon including lunch)

- Introduction by Leslie-Ann Giovnilli, run by Emma McConachie, Areté
- Introduction textbook *Why Should Anyone be Led by You?*
- Homework task – read text book sent in post
- Homework task – using a Venn diagram tool, create leadership connectivity model (45 mins)
- Coach discussion (45 mins)

SESSION 2
23 JANUARY 2025

High Performance Leadership – setting yourself up for success

(from 12 noon including lunch)

- With Joshua Clamp, PT & Nutritionist
- Homework task – tracking progress on sticking to your commitments / marginal gains (45 mins)
- Coach discussion (30 mins)

SESSION 3
25 FEBRUARY 2025

Audience-centric Presenting

(from 12 noon including lunch)

- With Tom Maddocks, ex BBC Journalist and presentation trainer
 - Thinking about what your audience needs to hear, and how
 - Including identifying key messages and soundbites, storytelling with influence
- Homework task - find an opportunity to practise your presentation skills at work (30 mins)
- Homework task - read textbook sent in post
- Coach discussion (30 mins)

SESSION 4
27 MARCH 2025

Making a Difference as a Leader – what value I'll add to the Legacy Market

(from 12 noon including lunch)

- With Pete Stone, Consultant
- Homework task - plan out framework for achieving a legacy outcome (45 mins)
- Coach discussion (30 mins)

SESSION 5
29 APRIL 2025

Planning my future career as a leader (identify training, coaching, mentoring)

(from 12 noon including lunch)

- Bryan Josphe of Vario Partners
- Homework task – take part in a podcast; write an article to post via IRLA channels (30 mins)
- Coach discussion and Future Plan (45 mins)

SESSION 6
12-14 MAY 2025

IRLA Congress, Brighton

(from 09:00)

- All attending – coaches, guest speakers
- How - Leadership Toolkit – networking
- How - Leadership Toolkit – values and drivers
- How - Leadership Toolkit – leading and managing up and across, as well as down
- Future Leaders Dinner – networking – VIP's
- NB additional homework potential – speaking or chairing a session at the event.
- Profile picture and biography update.
- Coach discussion (30 mins)



SESSION 1 4 DECEMBER 2024 90 mins, face to face (from 12 noon)

Explore who I am as an authentic leader

- Introduction to the programme. **Leslie-Ann Giovilli** 'Why IRLA created this programme', **Emma McConachie**, 'Why were you invited to join' (10 minutes)
- What does leadership mean to you – **group discussion (20 mins)**
- Why is it important, why now – **in pairs (5 mins) and report back (5 mins)**
- Who are you trying to lead, how do you plan to lead them – **pairs (5 mins) report back (5 mins)**
- What do they need from you? – **group discussion (15 mins)**
- ***Be yourself more with skill*** (Goffee-Jones book introduction) (5 mins)
- What you are great at vs what they need (intro Venn Diagram tool) **discussion (10 mins)**
- Any questions / **finish (10 mins)**

HOMWORK TASK

Homework task – read textbook sent in post.

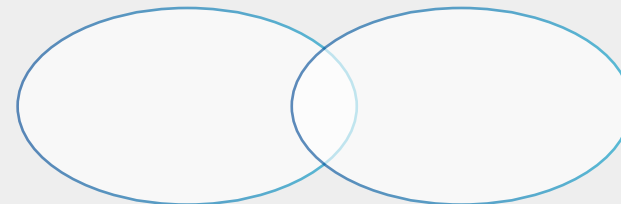
Using Venn diagram tool, create leadership connectivity model (45 mins)

Coach discussion “Who am I, how do I plan to lead authentically?” (45 mins)

My Leadership Style

Vs

What others need from me





SESSION 2 23 JANUARY 2025 90 mins, face to face (from 12 noon)

High Performance Leadership – setting yourself up for success

- Introduction by **Emma McConchie** to the high-performance concept (5 mins)
- **Joshua Clamp** of Sustainable Health making changes for high performance, including preparing for the ebb and flow of your workload (45 mins)
- Questions (15 mins)
- Group discussion and commitments (20 mins)
- Conclusion / introduction to homework task (track progress on 3 commitments) (5 mins)

HOMEWORK TASK

Homework task – tracking progress on sticking to your commitments / marginal gains (45 mins)

Coach discussion “How am I finding implementing these changes” (30 mins)

- > Have future leaders noticed any difference in their performance at work?
- > Any other changes? (Mood, balance at home)
- > Commitment to continue with these changes? Desire to add more in? When?





SESSION 3 25 FEBRUARY 2025 90 mins, face to face (from 12 noon)

Audience-centric Presenting

- Introduction by **Emma McConachie** to the idea of storytelling for influence in presenting (5 mins)
- **Tom Maddocks** Media Training Associates gives a talk on great presentations (60 mins)
 - Thinking about what your audience needs to hear, and how
 - Including identifying key messages and soundbites, storytelling with influence
- Questions (20 mins)
- Conclusion / introduction to homework task (practise presentation) (5 mins)

HOMWORK TASK

Homework task - find an opportunity to practise your presentation skills at work (30 mins)

Homework task - read textbook sent in post

Coach discussion, run a competency debrief (30 mins)

- > What went well?
- > What landed best with the audience?
- > What will I do differently in future?
- > What did I learn?
- > What will I NEVER do again!





SESSION 4 27 MARCH 2025 90 mins, face to face (from 12noon)

Make a difference as a Leader – value I'll add to the legacy sector

- **Pete Stone**, Consultant
- Introduction by **Emma McConachie** on the concept of leaving your own legacy (5 mins)
- Group discussion: about the market – what needs changing? (15 mins)
- Personal written time (5 mins)
- Group discussion: about the market – sharing what I want to influence now (15 mins)
- Personal written time (5 mins)
- Final group discussion: what will the market look like in 20 years' time? (15 mins)
- Personal written time (5 mins)
- Individual presentations / commitments to change (2 mins each)
- Conclusion / introduction to homework task (plan for activity to fulfil legacy) (5 mins)

HOMework TASK

Homework task - plan out framework for achieving a legacy outcome (45 mins)

- > What do you need? In terms of extra training, coaching or mentoring
- > Who can help you / who is motivated for the same outcome? How can you connect?
- > What small steps can you take now, that set you up for success on a longer journey of leadership to achieve this goal / outcome?
- > SMART objectives to make this happen in the next 1 month / 3 months / 12 months / 3 years

Coach discussion “What do you need, and what can I do to support your success?” (30 mins)





SESSION 5 29 APRIL 2025 90 mins, face to face (from 12noon)

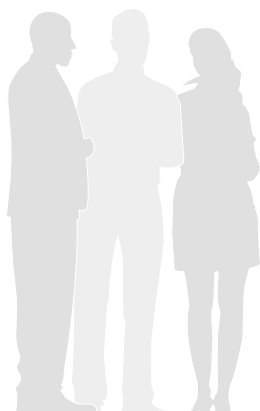
Planning my future career as a leader (training, coaching, mentoring)

- **Bryan Josphe** of Vario Partners
- Introduction by **Emma McConachie** on the concept of career plan (5 mins)
- Share career plan framework and questions (10 mins)
- In pairs: discussion and start filling in model (25 mins)
- Group discussion: what have you observed, any similarities, any outliers? (10 mins)
- Conclusion
- Leadership development programme – what have you learned? Key takeaway (20 mins)
- How can the cohort support one another's goals and success? (15 mins)
- Thanks, and conclusion (5 mins)

HOMWORK TASK

Homework task - take part in a podcast; write an article to post via IRLA channels (30 mins)

Coach discussion future plan homework task – what is required for success. Coach gives challenge and support, offers sponsorship or additions as relevant. (45 mins)





SESSION 6 12 - 14 MAY 2025 All day, The Grand Hotel, Brighton

Attending IRLA Congress, various networking and other training on site

- **Leslie-Ann Giovnilli** and **Emma McConachie** leading the full group.
- How - Leadership Toolkit – networking
- How - Leadership Toolkit – values and drivers
- How - Leadership Toolkit – leading and managing up and across, as well as down
- Future Leaders presentations at Congress. All to actively support.
- Monday – networking for success; mentor session and Future Leaders Dinner
- Tuesday – YPG lunch, corporate headshots, bio review and presentation discussion
- Wednesday – presentation discussions, LinkedIn and other commentary; who have you met

HOMEWORK TASK

Future Leaders feedback on their experience of the 1-2-1 sessions and report back to head coach. (45 mins)

Meet three new people and arrange coffee/find a connection

Additional potential speaking or chairing a session of the event

Coach interaction – 30 mins whilst at Congress

