



BathBridge

THE BATH FUTURE TALENT PROGRAMME 2020

A unique, world-class leadership programme developing Bath's future leaders

www.bathfuturetalent.com

The Bath Future Talent Programme

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Are you new into a leadership role or have the ambition to step into one? Are you keen to develop your leadership abilities while building your career? Join the Bath Future Talent Programme and become part of a connected business community making Bath a great city for talent to thrive.

The Bath Future Talent Programme, run by community interest company Bath Bridge, is currently recruiting for its 2020 intake of future leaders.

Since 2016, Bath Bridge has successfully supported over 40 of Bath's future leaders in their career development. These participants were drawn from a diverse range of global, public and third sector organisations including Bath Rugby, Mayden, Altran, St John's Foundation, Bath and North East Somerset Clinical Commissioning Group and Boston Tea Party. Now entering its fifth year, Bath Bridge takes some of the city's brightest stars in the early stages of their careers and equips them to become confident in acting as pioneers, innovators and leaders. Participants come together to form a diverse and rich cohort to embark on a world-class, unique leadership programme.

The programme is run with the aim of benefitting Bath, as a world-class city in which to live and work, the city's employers, and the talented individuals they employ. It is delivered to the highest professional standards by highly experienced and committed people, each of whom choose to contribute to this unique programme, provided at well below typical commercial rates.

Programme Objectives

- To deliver a leadership development programme relevant to each individual, while providing a shared and truly collaborative experience

- To benefit sponsoring organisations by supporting the development of their current and future leaders, and establishing valuable connections between Bath-based employers
- To grow the capacity of Bath to manage the ever more complex issues now facing cities

You and the Bath Future Talent Programme

As one of a small group of participants on the programme, you will benefit from a programme launch event followed by four taught modules between May and November. You will embark on a personal development journey within a supportive and collaborative community, learning from peers and highly experienced leadership and management trainers, consultants and business leaders.

Programme contributors will include **Steve Fuller**, Co-Founder, The House, **Jane Rosser**, Director, Song, **Kirstie Sneyd**, Director, Blue Acorn Solutions, **Piero Vitelli**, Island41, **Dr Graham Abbey**, Organisation Development Consultant and **Dr Tracey Stead**, Leadership Development Consultant and Coach, also previous Programme Director for Bath Future Talent. The four modules offer you an opportunity to explore a wide range of leadership tools, models and theories within the following contexts:

Module 1

You as a Leader (14-15 May) – 2 days

Module 2

You Leading Others (2-3 July) – 2 days

Module 3

Your Leadership in Action (10-11 September) – 2 days

Module 4

Your Leadership Future (19-20 November) – 1.5 days

You will also benefit from:

- A Programme Launch event to meet this year's cohort, Alumni, Bath Bridge directors and consultants, coaches and mentors
- Presentations from locally and nationally recognised leaders and business/charity entrepreneurs
- One-to-one coaching support – four 90-minute sessions with a highly qualified coach
- One-to-one business mentoring support – two 90-minute sessions with an experienced business mentor from a Bath organisation, business or charity
- Membership of the Bath Future Leaders and Alumni Network – designed to extend your connections and development, above and beyond the programme
- Designing and delivering a social community project to benefit your own development and the city
- Personal management profile assessment and report
- Joining programme social networking events with fellow participants and representatives from sponsoring organisations

Discover the future leaders in your organisation

"The Future Talent Programme is outstanding. We have sponsored seven of our people through the programme since its inception, each finding it challenging, rewarding and inspiring. I highly recommend it for our next generation of leaders."

Alison Sturgess-Durden, Director at Maiden, responsible for organisational and business development and marketing

As a sponsoring organisation for a programme participant, you will benefit from:

- Supporting your most talented staff to develop their leadership skills, knowledge and confidence to perform to the best of their ability
- Your staff sharing their learning and development to inspire and support others within your own organisation
- Accessing a new network to increase connections with the business and charity communities of Bath
- Personalised, regular support from the Programme Director to ensure your goals and deliverables are clearly defined and being met



Fiona Dawson – Programme Participant, Director, Maiden

"The Future Talent Programme is a leadership course that takes you on an intensive, thought-provoking, self-reflective and career affirming journey. I went in expecting theory, lectures and leadership 'prescriptions' that I could use in cookie cutter scenarios. I could not have been more wide of the mark and thank goodness!

The programme gave me access to experiences and knowledge not normally available to someone at my career point. I am so grateful to Maiden for the opportunity and proud to be part of an organisation that continues to see the benefit of the Future Talent Programme, for our people, our organisation and our city."

Andrew Hawthorn – Programme Participant, Deputy Director, Intelligent Systems, Altran

"The Future Talent Programme opened my eyes to the many diverse challenges that leaders face and provided me with a suite of different approaches to tackle them. It also introduced me to many people in Bath facing similar challenges to me, many of whom I continue to meet so that we can support each other. I would recommend this Programme to anyone in a leadership role or about to step into one."



Tarquin McDonald – Chief Executive, Bath Rugby

"We are delighted to have been involved with the Bath Future Talent Programme for four years now, both in operational partnership and in developing our own people. Investing in our future talent is essential, not just for Bath Rugby but for Bath as a city and location for many diverse professions; attracting talent in to an organisation is at times a challenge, this programme offers a valuable opportunity to invest in the development of great people we already have.

The blended approach to learning with classroom-based events, coaching and distance learning through group work, really appeals to a diverse learning preference and offers an essential support network for on the job growth too. We're looking forward to continuing our close work with the Programme into the future."





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About Bath Bridge

Bath Bridge is an independent city-wide advisory group concerned with positioning Bath as a place with a dynamic future by supporting and initiating relevant physical, economic and social projects. Established in 2012, from work on a refreshed identity for the city by a large group of Bath citizens, it has now grown into a Community Interest Company with a Board of Directors from a wide range of backgrounds.

Bath Bridge's membership and wide network of local, national and international contacts bring world class expertise and advocacy to its activities.

Find out more

www.bathbridge.co.uk

Join the Future Talent Community now

www.bathfuturetalent.com

Bath Future Talent Programme

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