

Future-Proof Leadership (FPL) Programme by Holos

FREQUENTLY ASKED QUESTIONS & ANSWERS

What is the purpose of the programme?	Developing leaders who create the conditions for sustained success in disrupted, complex and chaotic environments. Able to master ultra-disruption and uncertainty with confidence and skill. And who can facilitate individuals and teams to work emergently: building the bridge as they walk on it.
How does it do that?	Through a fast-moving, dynamic experiential programme that tests and grows your resilience and competitive edge.
Why does it do that?	Because at Holos, we believe that authentic leadership is the only superpower that can save the world.
Whereabouts is the programme?	Online via Zoom.
How much time investment is FPL?	The formal programme lasts approximately two and a half months from beginning to end. There are 5 full days of facilitated learning and approximately 1.5 days of self-directed learning (more if you wish) including your Leadership 360 debrief. Due to the value and depth of relationships formed, some participants informally choose to continue their learning pods after the programme closes - some pods continuing over a year after the formal close of their program and still going.
How much does the programme cost?	£2,150 plus VAT. There are payment plans available for qualifying applicants. Simply click the Find Out More button on the website or email katie@holoschange.com and the team will be happy to share more details.
What are the indicators I'll see to know this is the right programme for me?	You see that essential organisational adaptation is thwarted by stuck behaviours. You want to make a bigger impact. You want to successfully navigate emotional triggering (your own and others). You need to confidently master ambiguity with awareness and skill. You need to create agile, resilient people and culture but feel ill-equipped to do so. You're driven to change the future but don't know how.
How do I get onto the programme?	There is an application process and once confirmed, you will embark on the Facilitation 360 in order to get a clear understanding of where your opportunities to improve lie. A rich 1:1 debrief session with a Holos Faculty facilitator will assist you in setting your goals for the programme.
How do I apply?	Click the Find Out More button on the website and one of the team will get in touch to discover more about what you want to get from the programme and answer any further questions. If you'd like to apply direct, please complete our application form here .
When do I have to register by?	To give sufficient time for the Leadership 360 diagnostic and debrief, applications close four weeks prior to the Opening Session. We highly recommend early application given the programme is limited to 18 spaces and we also offer resources and opportunities for you to get real clarity about your goals and to start working on them before the programme starts.
If I'm unsure if the programme is right for me or I'm right for the programme, how do I get what I need?	We have videos from past participants on the FPL section of the Holos Change YouTube Channel (https://www.youtube.com/@holoschange), all of whom have offered to talk more about their experience of FPL with anyone interested in the programme. We strongly suggest you get in touch with the Programme Facilitators to arrange an informal, no-obligation chat where we will be happy to answer any of your questions. Finally, the application form itself is a highly useful way to discern if the programme is relevant for you and help to start inform your goals from participation.
What can I hope to get from the programme?	Past participants report that as well as their professional development to the next level, the programme gives personal transformation by stealth. The video testimonials (see above) give you a flavour from participant's personal experience. This link also tells you more.
What is the Personal Change Project mentioned in the programme overview?	Throughout the programme you will be working on an individual "Personal Change Project" to embody the goals that you set in the pre-programme phase for yourself. This is in addition to the content of the programme - the idea is for you to tackle a significant development challenge while you have the support of the group and the facilitators. It does not have to be completed by the end of the programme.
What are the focus areas in the core of the programme and how long do they last?	There are 4 x 1-day virtual sessions on the key focus areas: Being Post-Conventional, Connecting & Triggering, Structure & Hacks and Impact. Between the sessions you will be encouraged to meet virtually, as a learning pod for self-directed learning and peer support. In addition there are two half day sessions to open and close the programme.
How much do I have to pay and when?	To secure your place we need your application form together with a deposit of £500 plus VAT. The remaining balance is payable four week's before the Opening Session. We also have payment plans if helpful.
Do you have Scholarships available?	For the next generation that could be the right fit to work with our clients in the future we offer a limited number of Scholarships covering up to 50% of the cost. Please contact katie@holoschange.com to find out more or contact us via Holoschange.com website.
What is the Leadership 360 diagnostic and debrief?	In order to get a clear understanding of where their opportunities to improve lie, 4 - 6 weeks before the programme, participants are given the link to their unique Leadership 360 diagnostic to gather feedback from colleagues about their impact as a leader and/or facilitator. A rich, confidential 1:1 debrief session with a Holos Faculty facilitator assists them in setting their goals for the programme.
I've signed up for the program, what can I do now to prepare?	We recommend reading <i>Stealing From the Future</i> by Holos co-founders Neil Crofts and Mark Thompson, considering 8 to 10 colleagues to ask for your Leadership 360 feedback and starting a learning journal to capture when you are triggered into a lesser version of yourself and what patterns you see.

What happens at the opening session?	The Opening session takes place virtually over a ½ day with all participants and facilitators. During this session the core concepts are discussed and the group gets orientated. Participants are grouped into pods of 5 or 6 for the duration.
What happens during the closing session.	During the Closing Session, a ½ day virtual get-together, there will be a peer review and you will receive your certification.
What happens after the programme?	After the programme is over, you can incorporate FPL into your own practice, continue to work on your Personal Change Project and continue to meet with your Programm Alumni and learning pod if you wish. All participants will be invited to join the Holos Community of Practice as well as Holocon, Holos' annual virtual conference. You may also choose to apply to join Holos Faculty.
What are the October 2023 dates?	Opening: Tuesday, October 10th (8:30 am – 12:30 pm) Focus 1: Friday, October 13th (8:30 am – 17:00 pm) Focus 2: Friday, November 3rd (8:30 am – 17:00 pm) Focus 3: Friday, November 17th (8:30 am – 17:00 pm) Focus 4: Friday, December 1st (8:30 am – 17:00 pm) Closing: Friday, December 8th (8:30 am – 12:30 pm) *All times are UK GMT
What are the April 2024 dates?	Opening: Monday, April 15 (8:30 am – 12:30 pm) Focus 1: Friday, April 19 (8:30 am – 17:00 pm) Focus 2: Friday, May 3 (8:30 am – 17:00 pm) Focus 3: Friday, May 17 (8:30 am – 17:00 pm) Focus 4: Friday, June 7 (8:30 am – 17:00 pm) Closing: Friday, June 21 (8:30 am – 12:30 pm) *All times are UK GMT
Where can I find a brochure about the programme?	Download a brochure here