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Next Gen

Our unique programme for future workforce success

2024-25



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We empower your early careers workforce to thrive

Workers aged between 18-26 already make up more than 20% of our current workforce. But the retention of these individuals is at an all time low within every sector.

This next generation talent pool brings with them a diverse skillset and unique potential. With the right support, they are enabling organisations to level-up their impact in incredible ways.

At Inclusive Futures, we empower early careers professionals to unlock their future ambitions and identify success strategies. We ensure that they, and their employer, realise their greatest potential together.

When you enrol your early careers workforce on our programme, you can expect to see

- Higher rates of employee retention and engagement
- Improved communication skills
- Increased confidence, resilience, feelings of wellbeing and motivation
- A clear understanding of leadership, inclusive leadership and intrapreneurship
- Increased agency over career progression and taking action
- Better time-management and prioritisation from your new workforce

Our results speak for themselves...

34%
increase in confidence

46%
increase in motivation

45%
increase in resilience

On average for programme participants

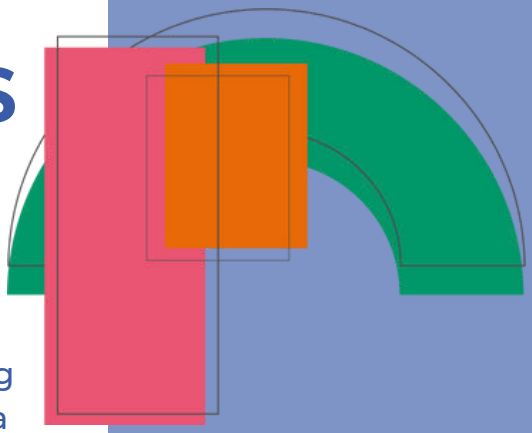


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Next Gen Futures

The Programme



Our Next Gen Futures programme creates the next generation of inspiring, focussed, and game-changing leaders and is made up of 5 key elements, set across a 6 month period

1. GC Index Profile

Every employee enrolled on the programme first completes a GC Index survey: an inclusive profiling tool that we have used with multiple organisations and leadership teams. Not based on personality, but instead on an individuals' energy for impact, we run a full introduction session and 1-1 review with every employee so they can learn how to maximise their impact as an individual, and part of a wider team and organisation.

2. Next Gen Workshop

An immersive in-person, full-day coaching workshop held at your chosen office location. To ensure your new workforce start their careers with vision and purpose.

Participants develop a connection to their future possible self and visualise the lasting impact they will have on their organisation. They identify goals that go deeper than PDR objectives and come away with an action plan for taking ownership of their career, exploring concepts like:

- What type of leader do you want to be?
- Your leadership goal
- Your unique energy for impact (the GC Index)

3. Next Gen Webinar Series

Four 1-hour workshop webinars.

Participants develop an understanding of what leadership means for them and are encouraged to practice their learning and new skills. Course content includes:

- Giving and receiving feedback
- Building incredible communication skills
- Developing and articulating new ideas
- Time management and prioritisation

> "I would highly recommend Inclusive Futures to anyone wanting to challenge themselves to support those from underrepresented backgrounds to create truly inclusive leadership within their business"
>
> Insurance Institute Bristol

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Next Gen Futures

The Programme

3. Monthly Group Coaching Sessions

Every monthly webinar is followed by a Group Coaching session with a maximum of 6 participants per group. Inclusive Futures Coaches check in with your employees on their professional goals and to answer any questions they have about the webinars.

Group Coaching creates a wonderful, objective space for employees to discuss what is on their mind, things they might be struggling with and to benefit from peer support within their group.

4. The Next Steps Workshop

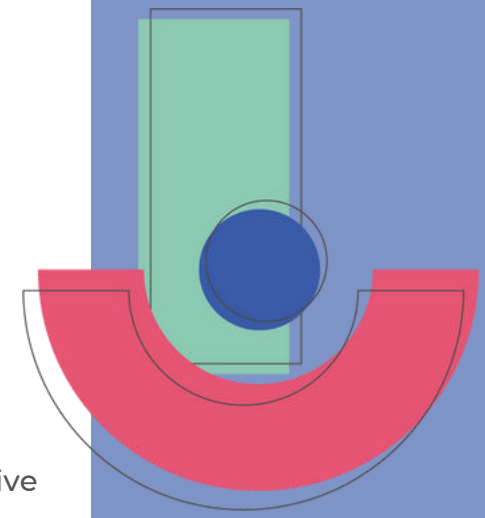
A half day wrap-up workshop to wrap up the Programme and leave employees with clear next steps, tools and strategies to take with them on their career journeys. Included in this workshop is:

- A chance to celebrate the successes of the last 6 months
- Reflections on the programme
- Career goals going forward
- Development areas to take forward

5. Senior Leadership Review Meeting

Once we have completed the Next Steps workshop and evaluated your programme, we meet with your chosen Senior Leadership members to discuss the following:

- Feedback, improvements and key themes identified across the programme
- Practical strategies for continuing to support the programme cohort to thrive in their roles
- Embedding Inclusive Leadership practices



100%

leave with a clear understanding of what leadership is and their personal approach to becoming an inclusive leader

100%

leave with new communication skills and understanding of coaching

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Next Gen Futures

Additional Services

We know that early careers employees can benefit from different types of support at different stages of their journey. We work with employers to develop bespoke solutions that suit their new employees and their workplaces.

Peer Support Network

Our Next Gen Futures Partners benefit from access to a supportive peer network of like-minded organisations who want to create truly inclusive cultures. Informed by Action Learning and meeting on a bi-monthly basis, this group is a friendly space to share best practice and celebrate successes, with a focus on supporting a new generation workforce.

Additional workshops and Training

Our workshops and training sessions offer an immersive and interactive experience for participants to explore a number of topics to support their careers. The current workshops we offer are outlined below, and we also create bespoke workshops based on (but not limited to) the following:

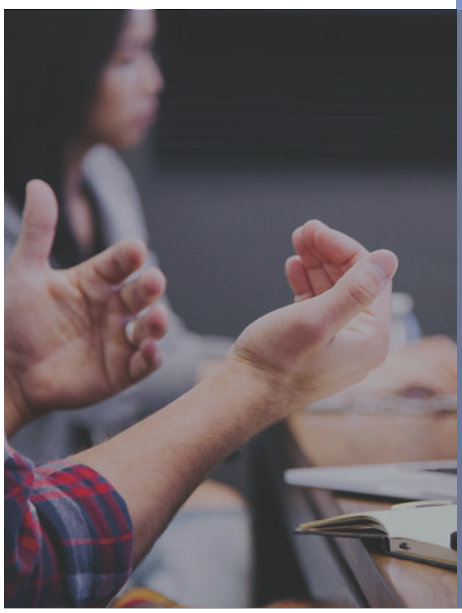
- Coaching Skills
- Motivation
- Confidence
- The benefits of Kindness
- Resilience
- Dealing with overwhelm
- Responding to change and transition
- The GC Index

Group or 1-2-1 Coaching

We develop coaching programmes to suit the needs of each organisation and their employees. Our experienced coaches support employees to reflect and challenge thinking in ways that increase their personal andprofessional impact

Over 70% of people who receive coaching report benefiting from improved work performance, relationships

ICF 2019



Our experienced coaches will support your employees to reflect and will challenge theor thinking, offering useful tools and exercises.

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Paying it forward with Inclusive Futures

The investment you are making into your early careers workforce's development allows Inclusive Futures to invest in young people at School and University; the employees of the future.

As a Community Interest Company, all of our profits are used to deliver coaching programmes to support students from groups currently under-represented in higher education. As a partner organisation, you'll have the opportunity to feature in our annual impact report and our annual report will outline how your investment has been paid forward and reinvested in a young person's future.

Our coaches

We're certain that we'll be a great fit for your organisation. Inclusive Futures' Associate Coaches have a wide range of experience in corporate and executive coaching.

- We work with private sector, public sector, education and higher education, charities and social enterprises.
- We have experience of coaching CEOs, directors, senior leaders, staff teams, graduate scheme entrants and interns.
- We have diverse backgrounds allowing us, where useful, to match people with a coach who has similar lived experience.

We are proud members of:

school for social entrepreneurs

CERTIFIED SOCIAL ENTERPRISE · BUSINESS FOR GOOD ·

NatWest Accelerator

For every 5 employees you send to us, you fund a free place on our Next Gen programme to a new professional from a less represented background.

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Next Gen Futures investment

Our lowest cost package to support your early careers workforce is listed below.

Talk to us about add-ons and tailored resources that align with your organisation's priorities. Prices are exclusive of VAT

Next Gen Futures Programme £1,850

Price per employee (based on a cohort of up to 20, for 6 months)
2 x in-person workshops
4 x group coaching sessions
webinar workshops
GC Index profile and review session

Leadership feedback session included

90 minute feedback session led by Inclusive Futures discussing key themes identified across the programme and practical solutions for supporting your new talent following the Next Gen programme

Additional Workshops from £500

A bespoke workshop developed to your needs, or one from our existing packages. Delivered in-person or online from 1 hour to multiple days.

1-2-1 Coaching from £1,800

A programme of sessions held over a 3-4 month period, with accountability and support provided.

DISC or GC Index Profiling from £150

DISC or GC Index Profiling and reports for individuals or teams.

> “Inclusive Futures have been brilliant to work with: matching professionalism with creativity and adaptability.”
>
> Future Quest



Thank you

Find us, follow us, join the conversation.
We look forward to hearing from you.

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hello@inclusivefutures.co.uk