



Future Talent Learning

'101 Missions'

Short courses

for employees at all levels

Future Talent Learning – 101 Missions

Learners today want:

- 1) Bite size development programmes that fit in with their day job
- 2) Interactive and engaging experiences - Netflix has upped the ante across the board
- 3) Practical and fun content – people learn from doing, they learn more when it's fun
- 4) The opportunity to learn from and with, their peers

Businesses today want:

- 1) 100% virtual, ready-to-go learning journeys designed for all levels of employees
- 2) Modular, short-form development experiences that can quickly meet training needs
- 3) A scalable development format to meet the most in demand skills and required behaviours
- 4) To know that measurable progress has been made

So we've developed a series of bite-sized, fun and interactive, 4 week courses called '101 Missions'



Our 101 Missions – these are ready to go

- Business acumen 101
 - Change 101
 - Coaching Others 101
 - Communication 101
 - Decision Making 101
 - Difficult conversations 101
 - Effective Feedback 101
 - Inclusion 101
 - Presenting with Impact and Confidence
 - Psychological Safety and Trust
 - Relationships 101
 - Women's Leadership 101
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Four week 101 Missions - our approach

1. TWO Self Assessments

Missions begin with two self assessment to assess current competency and confidence levels at a quantitative and qualitative level.

2. A series of short, daily 'experiments'

This leads to a series of practical 'micro challenges', to be completed over the course of the mission.

3. TWO Interactive online events

Two 90 minute e-masterclasses / gamified simulations which introduce key ideas and allow participants to practice skills and learn from each other.

4. Engaging e-learning content

Learners are supported with a curated list of bite size articles, podcasts and videos – c. 15-20 mins per day.

5. THREE Study Groups

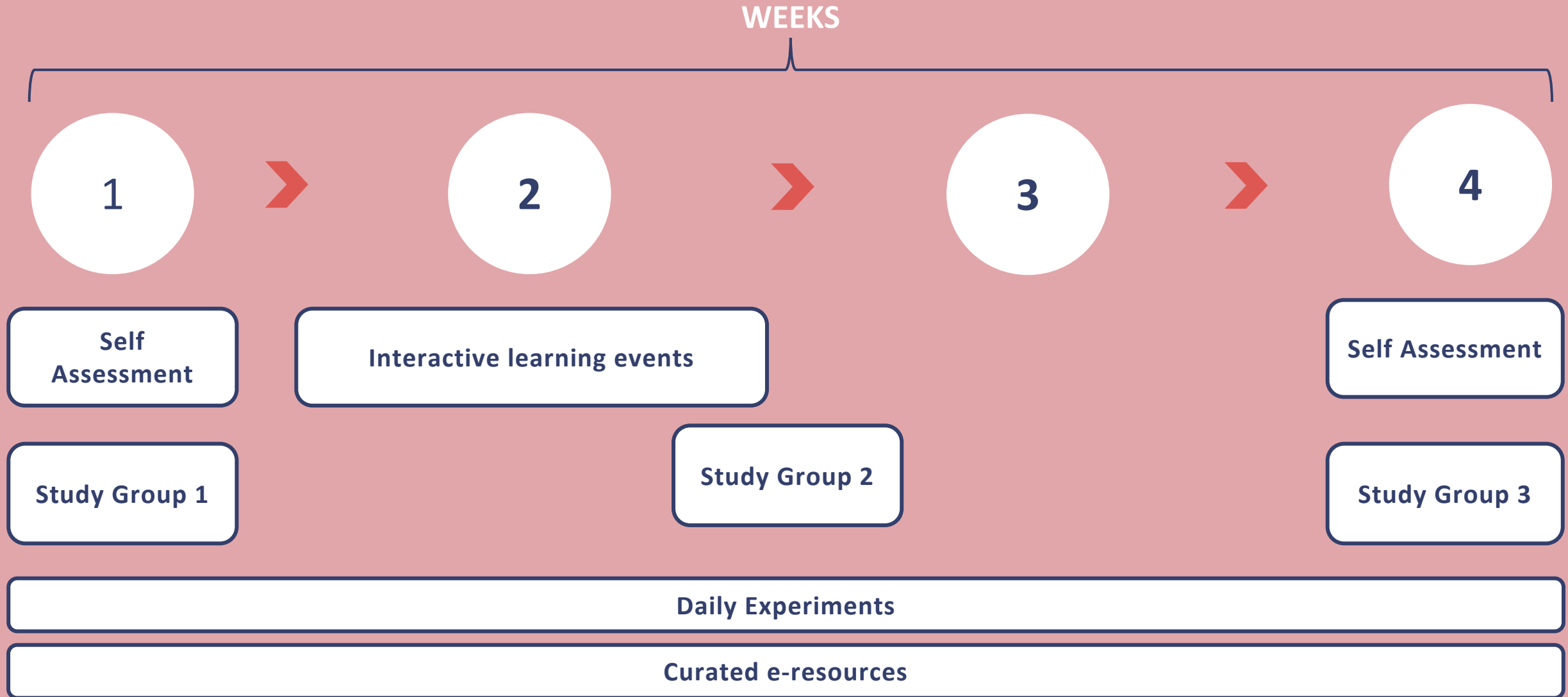
Learners meet with a FTL coach in small groups of 6-8 for three x 90 minute Study Groups to check in on and support progress.

6. Review and Close

A second self assessment to assess distance covered, with feedback captured on wider learnings for the organisation/project sponsor to consider.



A 101 Mission visually



Measurement of progress (ROI)

According to Stanford University, 75% of career success is down to soft skills. But how do we measure progress?

1. We have a 0-10 'Skills Scan' non-linear scale which learners assess themselves against (with moderation from their coach) at the start and end of each 101 Mission to track progress quantitatively.
2. We also conduct 'Progress Reviews' with manager and learner to track progress qualitatively (with a focus on harder to measure Behaviours).
3. Learners can also receive written and verbal assessments on their work via their coach.

0-1 = No to very low awareness of the skill / behaviour.

2-3 = Basic grasp of essentials and its commercial relevance.

3-4 = Good grasp of some knowledge. Able to apply some skills and demonstrate some behaviours.

5-6 = Secure grasp of knowledge. Able to apply some skills and demonstrate some behaviours proficiently.

7-8 = Able to apply core knowledge very well. Can apply most skills and demonstrate most behaviours in a fairly consistent way and can support others to do so.

9 = Consistently applies best practice knowledge. Recognised as a go-to role model/mentor in their team in terms of skills and behaviours.

10 = Consistently and skilfully applies best practice day to day knowledge (able to teach the topic). Recognised across the business as using skills confidently and consistently. Sets the gold standard for demonstrating behaviours.

A sample selection
of our Missions...



Business Acumen and Curiosity 101

"I have no special talents, I am just passionately curious."

Albert Einstein

Example experiential event 1 – Active Listening

In this Forum Theatre based masterclass, participants explore and practice different questioning techniques to open up conversations and get to the heart of the matter. Participants also observe actors demonstrating good and bad interaction in a humorous and engaging way.

Example experiential event 2 – Fearless Exploration

In this Forum Theatre based masterclass, participants learn to identify and overcome the internal barriers that prevent us from pursuing our curiosity and learn to take our focus outwards. Revisiting characters from the previous session, participants work with them towards a more positive outcome.



Communication 101

“All the world’s a stage and most of us are desperately unrehearsed”

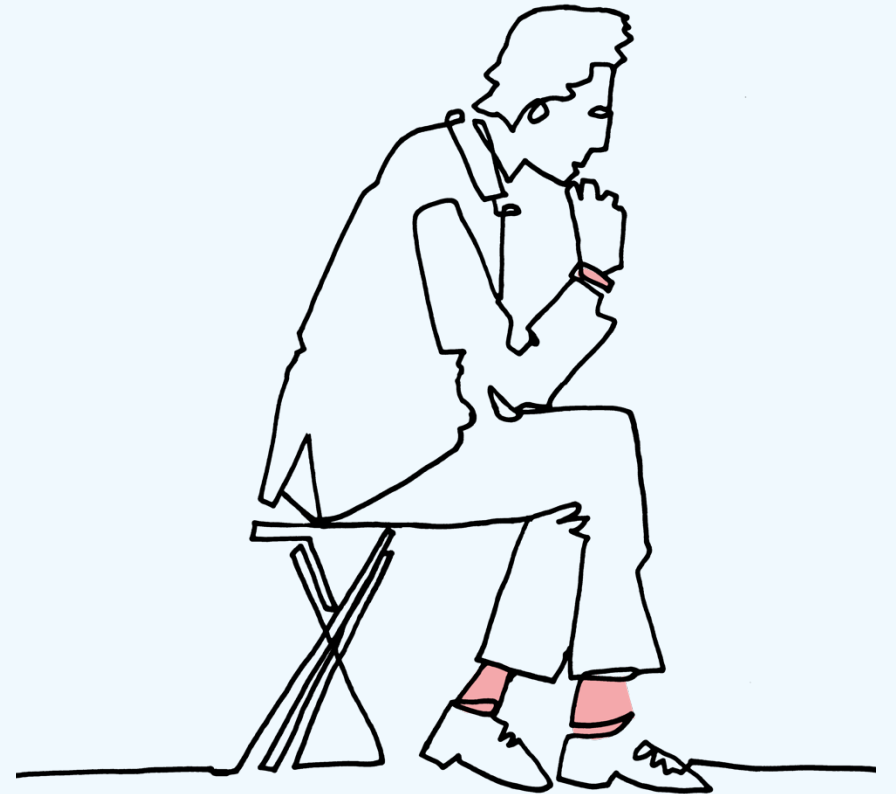
Seán O’Casey

Example experiential event 1 – Storytelling

Storytelling gives us a powerful way to connect with others. This session explores techniques to hook an audience’s interest with confidence and excite them about the future. Through developing your physical and vocal range, you’ll explore how to speak to both the hearts and minds of your team.

Example experiential event 2 – Influence and Gravitas

Shining a light on the conscious and unconscious ways we seek to influence others, we invite you to get curious about how we can move others to action. Able to stop the scene at any moment, you’ll actively give feedback to the actors and change the scene’s course towards a more positive outcome.



Inclusion 101

“Diversity is being invited to the party, inclusion is being asked to dance, belonging is feeling free to dance however you want.”

Verna Myers

Example experiential event 1 - Beyond inclusion

This session challenges the clichés around “diversity” and “inclusion” and deals with real day to day issues in all their complexity. We explore how to practically combine differences and see disagreement as part of life, to be valued and conducted with respect.

Example experiential event 2 – Towards belonging

This session follows on from inclusion to ask what belonging at work really involves and how to foster more of it and which particular behaviours or language can help promote or hinder it.



Psychological Safety & Trust 101

“Psychological safety is not at odds with having tough conversations – it is what allows us to have tough conversations.”

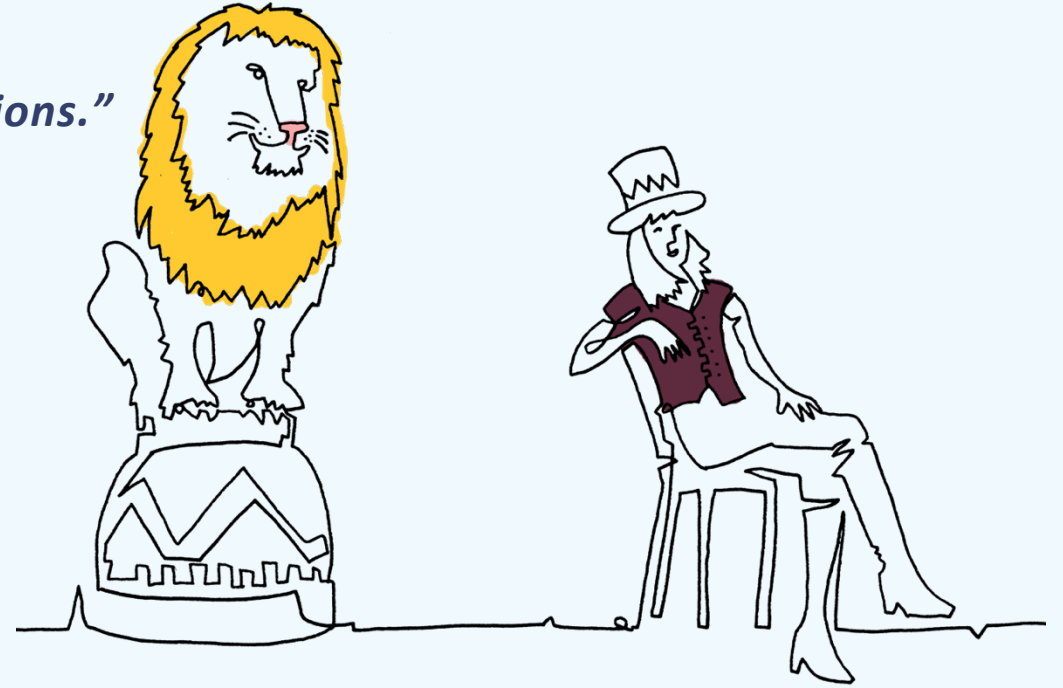
Amy Edmondson

Example experiential event 1 – What is psychological safety?

In this workshop, we explore how leaders can unknowingly create a culture of anxiety and discuss practical ways to foster a team climate characterised by interpersonal trust, employee engagement and mutual respect.

Example experiential event 2 – How to learn from failure

In this workshop, we explore how we can get better at learning from mistakes, i.e. to create a “learning culture”. We talk through strategies to destigmatise failure, increase communication and transparency, and generally be a bit more humble.



Relationships 101

“Laughter is the shortest distance between two people”

Victor Borge

Example experiential event 1 – Managing Conflict?

In this session, we explore how teams with diverse thinking and a variety of experience are much better equipped to deal with complex problems and have a higher level of collective intelligence. We unpack and challenge the implications for recruitment and team formation.

Example experiential event 2 – Yes, and...

In this workshop, we explore some practical tools for allowing others with a different perspective to speak up and how we can engage more deeply with their point of view.



Ballpark Costings

Cost per Mission:

£500 - £3,000 per learner per Mission

(upper end of scale includes personal Executive development coaching)

Please note:

Final fees depend on agreed scope and deliverables, and economies of scale

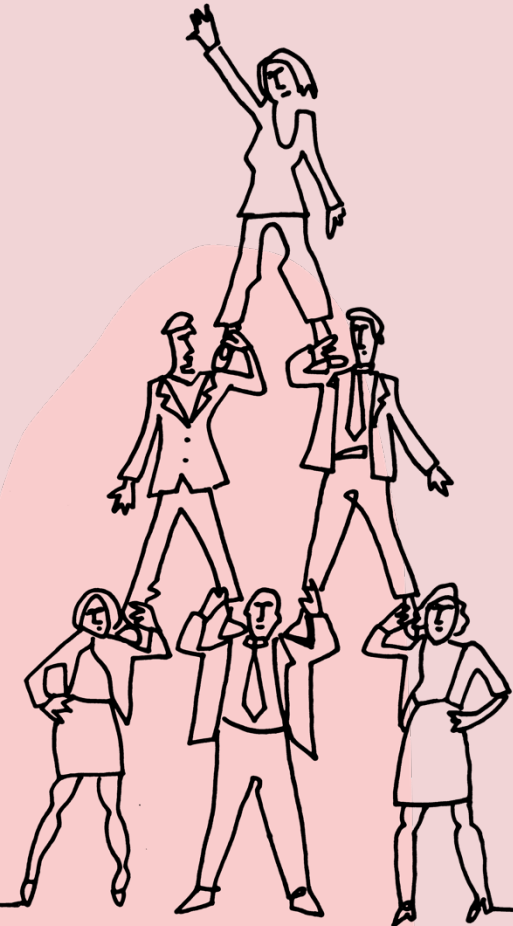


Our event partners & Future Talent Learning Faculty

To deliver our interactive virtual events, as well as our own Future Talent Learning Faculty, we have partnerships with a variety of subject matter experts, gaming companies, and world class deliverers of training, including RADA Business.

The focus of all our events is as much on fun and immersive virtual delivery as it is on good learning outcomes.

We recognise that the best learning happens when it doesn't feel like learning, and participants are enjoying themselves and engaging dynamically with content in a fun and entertaining way.



About Future Talent Learning

Transforming Learning for the Future of Work

Future Talent Learning is an education and learning platform that upskills your employees and future-proofs your organisation. We have a dual focus on innovation and social purpose in everything that we do.

We're working with the best employers around the world to reimagine learning. We'd love to talk to you about the leadership and management 101 Missions or other courses and programmes that we run:

learning@futuretalentlearning.com

Some of our client partners:

